

DOCUMENT RESUME

ED 096 754

EA 006 428

AUTHOR Smith, H. Dean
TITLE Negotiations Sourcebook: Sources of Information on Collective Bargaining for Educators.
INSTITUTION Washington Univ., Seattle. Bureau of School Service and Research.
PUB DATE Dec 73
NOTE 69p.
EDRS PRICE MF-\$0.75 HC-\$3.15 PLUS POSTAGE
DESCRIPTORS Ability Grouping; Arbitration; *Bibliographies; Class Size; *Collective Negotiation; Fringe Benefits; Grievance Procedures; *Information Sources; Merit Pay; Paraprofessional School Personnel; Performance Contracts; *Resource Materials; *Teacher Salaries; Teacher Strikes

ABSTRACT

This sourcebook is designed to be useful to school administrators, teacher association representatives, and school board members, in that it presents in a systematic fashion current selected sources of information on conducting negotiations in education. The citations are according to: (1) governmental and education association sponsored economic publications; (2) 13 major educational issues in negotiations; (3) pertinent current information summaries; (4) general references on aspects of the collective bargaining process; (5) information specifically on the resolution of disputes; (6) legal issues in negotiations; and (7) teacher strikes, militancy, case studies, and studies of the impact of negotiations on education. (Author/JF)

ED 096754

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRO-
DUCED EXACTLY AS RECEIVED FROM
THE PERSON OR ORGANIZATION ORIGIN-
ATING IT. POINTS OF VIEW OR OPINIONS
STATED DO NOT NECESSARILY REPRESENT
OFFICIAL NATIONAL INSTITUTE OF
EDUCATION POSITION OR POLICY.

NEGOTIATIONS SOURCEBOOK

Sources of Information on Collective Bargaining for Educators

H. Dean Smith

Bureau of School Service and Research
144 Lewis Annex DV-10
UNIVERSITY OF WASHINGTON
Seattle, Washington 98195

December 1973

EA 006 428

TABLE OF CONTENTS

Page

FOREWORD 1

INTRODUCTION 11

I. ECONOMIC RESOURCE PUBLICATIONS

- a. Bureau of Census 1
- b. Bureau of Labor Statistics 1
- c. National Education Association 3
- d. Office of Education. 3
- e. Additional Sources 3

II. READINGS ON MAJOR NEGOTIATION ISSUES

- a. Ability Grouping 5
- b. Agency Shop. 5
- c. Class Size 5
- d. Fringe Benefits. 6
- e. Management Rights. 8
- f. Merit Pay. 8
- g. Paraprofessionals. 8
- h. Performance Contracting. 9
- i. Reduction in Force 10
- j. Salary 11
- k. Scope of Bargaining. 13
- l. Staff Involvement in Decision-making 14
- m. Unit Determination 15

TABLE OF CONTENTS (CONT.)

	<u>Page</u>
III. CURRENT INFORMATION SOURCES	
a. Indexes.	16
b. Periodicals.	16
c. Abstracts, Digests, and Directories.	18
d. Specialized Information Sources.	19
IV. BACKGROUND INFORMATION: GENERAL REFERENCES	
a. Articles	21
b. Books.	21
V. RESOLUTION OF DISPUTES	
a. Mediation.	26
b. Factfinding.	27
c. Arbitration.	29
d. Compulsory Arbitration	34
e. Grievance Procedures	34
VI. LEGAL ISSUES IN NEGOTIATIONS	38
VII. SPECIAL ISSUES	
a. Roles of Administrators, Teachers, and School Board Members	45
b. Case Studies	50
c. Strikes.	53
d. Teacher Militancy.	56
e. Studies of Attitude and Impact	59

FOREWORD

The major objective of the Bureau of School Service and Research has been to assist school districts in seeking solutions to their educational problems. Activities leading toward achievement of that objective have included planning, evaluation and development of innovative programs. While continuing these activities, the Bureau is now becoming involved in another area of vital importance to educators: negotiations strategies and tactics. As part of that involvement, several workshops dealing with negotiations skills have been and will be sponsored by the Bureau during the forthcoming year. As another part of that involvement, the Bureau has published and is disseminating this document, "Negotiations Sourcebook." It is hoped that the materials contained in this document will prove useful in the continued development of the best possible education systems for our nation's youth.



Dr. Robert A. Anderson, Director
Bureau of School Service and Research
144 Lewis Annex
University of Washington
Seattle, Washington 98195

INTRODUCTION

In successful negotiations, everybody wins. The chances of both parties winning in negotiations are greatly enhanced when all participants act on the basis of accurate and timely information rather than emotionalism and irrationality.

Accurate and timely information is more than merely understanding one's own position on given issues. It is necessary to be aware of collective bargaining agreements, court decisions, economic implications, dispute resolution mechanisms and current research regarding the major issues of negotiations as presented by both teacher associations and management.

There is, to be sure, a vast amount of information relating to these aspects of negotiations. However, it is extremely difficult for participants to get at the information -- or even to be aware of sources of that information. To date there has not been a systematic compilation of pertinent information sources available in one volume for educators. It is hoped that this sourcebook will be useful to school administrators, teacher association representatives, and school board members, in that it presents systematically current selected sources of information for conducting negotiations in education.

The compilation of sources is organized into seven sections. Section I provides access to governmental and education association sponsored economic publications. Section II examines 13 major educational issues in negotiations. Section III contains the most pertinent current information summaries. Section IV provides general references on aspects of the collective bargaining process. Section V deals with sources of information specifically on the resolution of disputes. Section VI contains sources on legal issues in negotiations, and

Section VII presents references for teacher strikes, militancy, case studies, and studies of the impact of negotiations on education.

In keeping with the purpose of this compilation, i.e., to provide easy access to major sources of information on negotiations in education to all participants in the process, three selection criteria were utilized:

- 1) The source must have sufficient applicability to public education to warrant intensive reading.
- 2) The source must be readily available in most public libraries.
- 3) The source must be able to be read without extensive prior knowledge.

The compiler is indebted to the over 800 authors who saw fit to contribute to the body of literature on collective bargaining in education and the process in general. Inaccuracies in the text and citations are the sole responsibility of the compiler.

HDS

I. Economic Resource Publications--U.S. Government publications can be ordered from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402

a. Bureau of Census

Bureau of Census. U.S. Department of Commerce. Census of Governments. Washington, D.C.: U.S. Government Printing Office, 1967.

..... Current Population Reports. Washington, D.C.: U.S. Government Printing Office, 1972.

..... Local Government Employment. Washington, D.C.: U.S. Government Printing Office, 1972.

..... Money Income in 1972 of Families and Persons in the United States. Washington, D.C.: U.S. Government Printing Office, June, 1973.

..... Public Employment. Washington, D.C.: U.S. Government Printing Office, June, 1973.

..... Public School Systems in 1971-1972. Washington, D.C.: U.S. Government Printing Office, December, 1972.

..... State Government Finances. Washington, D.C.: U.S. Government Printing Office, December, 1972.

..... State Tax Collections. Washington, D.C.: U.S. Government Printing Office, December, 1972.

..... Statistical Abstract of the United States. Washington, D.C.: U.S. Government Printing Office, December, 1972.

..... Taxable Property Values. Washington, D.C.: U.S. Government Printing Office, December, 1972.

b. Bureau of Labor Statistics

Bureau of Labor Statistics. U.S. Department of Labor. Analysis of Work Stoppages. Washington, D.C.: U.S. Government Printing Office, 1972.

..... Area Wage Surveys. Series of Bulletins, Washington, D.C.: U.S. Government Printing Office, 1973.

..... Consumer Price Index. Washington, D.C.: U.S. Government Printing Office, June, 1973.

- . Current Wage Developments. Washington, U.S. Government Printing Office, May, 1973.
- . Digest of Selected Health and Insurance Plans. Washington, U.S. Government Printing Office, May, 1972.
- . Digest of Selected Pension Plans. Annual Supplements. Washington, U.S. Government Printing Office, May, 1972.
- . A Directory of Area Wage Surveys, July 1969-June 1971. Washington, U.S. Government Printing Office, March, 1972.
- . A Directory of Industry Wage Surveys and Union Wage Rate Studies, 1960-71. Washington, U.S. Government Printing Office, March, 1972.
- . Directory of Wage Chronologies, 1948-72. Washington, U.S. Government Printing Office, March, 1972.
- . Employment and Earnings, United States. Washington, U.S. Government Printing Office, 1972.
- . Employment and Earnings: States and Areas, 1939-71. Washington, D.C.: U.S. Government Printing Office, 1972.
- . Geographic Profile of Employment and Unemployment. Washington, D.C.: U.S. Government Printing Office, 1972.
- . Handbook of Labor Statistics. Washington, D.C.: U.S. Government Printing Office, 1972.
- . Labor Force. Washington, D.C.: U.S. Government Printing Office, June, 1973.
- . Major Collective Bargaining Agreements: Layoff, Recall, and Work Sharing Procedures. Washington, D.C.: U.S. Government Printing Office, June, 1972.
- . Monthly Labor Review. Washington, D.C.: U.S. Government Printing Office, June, 1973.
- . National Survey of Professional, Administrative, Technical, and Clerical Pay. Washington, D.C.: U.S. Government Printing Office, June, 1972.
- . Selected Earnings and Demographic Characteristics of Union Members. Washington, D.C.: U.S. Government Printing Office, June, 1972.
- . Three Budgets for an Urban Family of Four Persons. Washington, D.C.: U.S. Government Printing Office, June, 1972.

c. National Education Association

National Education Association publications are available from N.E.A.
1201 Sixteenth Street, N.W., Washington, D.C.

National Education Association. Research Division. Biennial Salary Survey of Public School Professional Personnel. Washington, D.C., 1971.

- _____. Economic Status of the Teaching Profession. Washington, D.C., 1972.
- _____. Estimates of School Statistics. Washington, D.C., 1972.
- _____. Evaluation of Teacher Salary Schedules. Washington, D.C., 1972.
- _____. Financial Status of the Public Schools. Washington, D.C., 1972.
- _____. Negotiation Agreement Provisions. Washington, D.C., 1972.
- _____. Rankings of the States. Washington, D.C., 1972.
- _____. Salary Schedules for Teachers. Washington, D.C., 1972.
- _____. Selected Statistics of Local School Systems. Washington, D.C., 1972.
- _____. "White-Collar Wage Survey, June 1971 to March 1972," Negotiations Research Digest, 6: 17-18, December, 1972.

d. Office of Education

Office of Education. U.S. Department of Health, Education, and Welfare.
Digest of Educational Statistics. Washington, D.C.: U.S. Government
Printing Office, 1972.

- _____. Statistics of State School Systems. Washington, D.C.: U.S.
Government Printing Office, 1972.

e. Additional Sources

Adler, J. B. (ed.). American Statistics Index: 1973 Annual. Congressional
Information, Washington, D.C.: Service, 1973.

Akin, J. S. and others. "A Socioeconomic Explanation of Demand for Public
Goods." Public Finance Quarterly. 1: 169-89, April, 1973.

Cost of Education Index 1972-73, 17: 1, 1973. (Includes cost analysis tables for instruction, administration, auxiliary services, operation and maintenance, and debt service and capital outlay.)

David, Lily Mary and Sheifer, Victor J. "Estimating the Cost of Collective Bargaining Settlements," Monthly Labor Review, 42: 16-26, May, 1969.

Davy, H. M. The Development of Wage Statistics in the United States. Ithaca, N.Y.: Cornell University, State School of Industrial and Labor Relations, 1972.

Hanlon, R. A. "Differences in Reporting Family Income," Monthly Labor Review, 96: 46-8, April, 1973.

Houff, J. N. "Improving Area Wage Survey Index," Monthly Labor Review, 4: 52-57, January, 1973.

National Labor Relations Board. National Labor Relations Board Statistical Report. Washington, D.C.: U.S. Government Printing Office, June, 1973.

Office of Business Economics. U.S. Department of Commerce. Survey of Current Business. Washington, D.C.: U.S. Government Printing Office, June, 1973.

"Personal Income, Savings and Consumer Spending: 1972-81," Projection Highlights, 3: 1-4, May, 1973.

"Regional and State Income Gains in 1972," Survey Current Business, 53: 16-18, April, 1973.

Rubin, R. S. "What's a Teacher Worth?" Journal of Collective Negotiations in the Public Sector, 1: 281-91, August, 1972.

Social Security Administration. U.S. Department of Health, Education, and Welfare. Social Security Bulletin. Washington, D.C.: U.S. Government Printing Office, June, 1973.

Talbot, J.E. "Wage Changes and Bargaining Gains in 1972," Monthly Labor Review, 96: 17-20, April, 1973.

U.S. President. Economic Report of the President. Washington, D.C.: U.S. Government Printing Office, 1972.

U.S. Treasury Department. Annual Report of the Secretary of the Treasury on the State of the Finances for the Fiscal Year. Washington, D.C.: U.S. Government Printing Office, 1971.

Women's Bureau. U.S. Department of Labor. Handbook on Women Workers. Washington, D.C.: U.S. Government Printing Office, 1972.

II. Readings on Major Negotiation Issues

a. Ability Grouping

- Albro, H. M. and E. J. Haller. "Teachers' Perceptions and Their Teaching Decisions," Administrator's Notebook, 20: 1-4, March, 1972.
- Boyce, S. B. "Grouping Students: A Differential Approach for High School English," Clearing House, 47: 396-401, March, 1973.
- Franseth, J. "A Guide to Research and Informed Judgment on Grouping Children," Education Briefs No. 40. Washington, D.C.: Office of Education, U.S. Department of Health, Education, and Welfare, May, 1964.
- Levy, P. and J. Tucker. "Differential Effects of Streaming on Primary School Attainment," British Journal of Educational Psychology, 42: 75-9, February, 1972.
- Shepherd, T. R. "Grouping: Sauce, Goose and Gander," Journal of Reading, 16: 44-52, March, 1973.

b. Agency Shop

- "Agency Shop for Public Teachers," Monthly Labor Review, 96: 63-6, March, 1973.
- "Teachers and the Agency Shop," NEA Research Bulletin, 47: 110-111, December, 1969.
- Thompson, John A. Teachers and the Agency Shop Agreement. Honolulu: Industrial Relations Center, University of Hawaii, 1972.

c. Class Size

- Anderson, G. J. and H. J. Walberg. "Class Size and the Social Environment of Learning: A Replication," Alberta Journal of Educational Research, 18: 277-86, December, 1972.
- Flinker, I. "Optimum Class Size: What is the Magic Number?" Clearing House, 46: 471-3, April, 1972.
- Hall, W. C., and N. E. Carroll. "Effect of Teachers' Organizations on Salaries and Class Size," Industrial and Labor Relations Review, 26: 834-41, January, 1973.
- Kandor, J. R. "Class Size: Problems and Issues," Catalyst for Change, 2: 6-7, Winter, 1973.

- Mallinson, T. J. "The Vicious Circle of Class Size and Education Style," Monday Morning, 7: 27, January, 1972.
- Mickelburgh, B. "Pupil-Teacher Ratios," Monday Morning, 4: 4, April-May, 1970.
- Moody, W. B. and others. "The Effect of Class Size on the Learning of Mathematics: A Parametric Study." Paper presented at the Meeting of the American Educational Research Association, April, 1972.
- National Education Association. "Class Size in the Elementary School: Teacher Opinion Poll," Today's Education, 62: 11, April, 1973.
- _____. "Pupil-Staff Ratio Provisions," Negotiations Research Digest, 5: 13-14, April, 1972.
- Reisert, John. "Class Size," Encyclopedia of Education, 1971.
- Richman, Harold. "Educational Practices as Affected by Class Size." Ph.D. dissertation, Teachers College, Columbia University, 1955.
- Sensabaugh, M. E. "More Important than Class Size," Reading Horizons, 12: 179-84, Summer, 1972.
- Shapson, S. M. "Optimum Class Size? A Review of the Literature," Ontario: Toronto Board of Education, November, 1972.
- Siteki, George E. The Effects of Class Size: A Review of the Research. Los Angeles: Los Angeles County Superintendent of Schools, 1968.
- Templeton, I. Class Size. Management Review Series Number 8. Eugene: ERIC Clearing House on Educational Management, 1972.
- Vincent, William. "Class Size," Encyclopedia of Educational Research, 4th ed., 1969.

d. Fringe Benefits

- Bleakney, T. P. Retirement Systems for Public Employees. R. D. Irwin, 1972.
- Coffin, R. M., and M. S. Shaw. "Effective Communication of Employee Benefits," New York: American Management Association, 1971.
- Cost of Employee Benefits. New York: Life Office Management Association, 1971.
- Employee Benefits, 1971. Washington, D.C.: Chamber of Commerce of the United States, 1971.
- Freeman, T. W. "Matching Concept to Content--Employee Benefit Communications Programs," Personnel Journal, 51: 823-26, November, 1972.

- Hindenach, L. P. "The People-Goals Concept in Employee Benefits," Management Controls, 19: 206-207, September, 1972.
- Holley, W. H., Jr., and E. Ingram II. "Communicating Fringe Benefits," Personnel Administrator, 18: 21-22, March-April, 1973.
- King, Clay B. "Some Aspects of Collective Action, Earnings, Fringe Benefits, and Hours of Work Among Senior High School Teachers in First-Class School Districts in Washington State, 1960-1970." Ph.D. Dissertation, Washington State University, 1972.
- Lieberman, Myron. "Statutory Benefits and Teacher Contracts," School Management, 14: 28-29, September, 1970.
- Mills, K. W. "An Investigation of Fringe Benefits Provided to Certificated Personnel in School Districts in the United States." Ph.D. Dissertation, Ohio University, 1971.
- National Education Association. "The Effect of New Maternity Leave Code on Negotiation," Negotiations Research Digest, 6: 23-26, September, 1972.
- _____. "Health Provisions in Negotiated Agreements: 1970-71," Negotiations Research Digest, 5: 15-17, June, 1972.
- _____. "Industry and Government Outlay for Fringe Benefits," Negotiations Research Digest, 5: 12-14, May, 1972.
- _____. "Negotiated Extra Compensation for Extra-Duty Assignments," Negotiations Research Digest, 6: 13-19, May, 1973.
- _____. "Negotiated Group Health and Life Insurance Provisions in Comprehensive Agreements, 1968-71," Negotiations Research Digest, 6: 11-14, February, 1973.
- _____. "Negotiated Personal Leave Provisions Found in Comprehensive Classroom Agreements," Negotiations Research Digest, 5: 13-15, February, 1972.
- _____. Paid Leave Provisions for Teachers in Negotiation Agreements. Washington, D.C.: 1969.
- _____. "Selected Maternity Leave Provisions Contained in Comprehensive Agreements," Negotiations Research Digest, 4: 24-27, September, 1970.
- "Sabbatical Leave for Teachers as an Item of Negotiation," NEA Research Bulletin, 50: 25-27, March, 1972.
- U.S. Civil Service Commission. Employee Benefits and Services. Washington, D.C.: U.S. Government Printing Office, 1973.
- Zagoria, S. "Fringe Benefits--A 'Second' Paycheck," American City, 88: 48-50, February, 1973.

e. Management Rights

- Higginbotham, Richard L. "The Protection of Management Rights Through Contract Language," Journal of Collective Negotiations in the Public Sector, 1: 155-162, May, 1972.
- Lieberman, Myron. "As Teacher Organizations Insist on Job Security Clauses, Management Is Well Advised to Do Its Pre-Bargaining Homework," School Management, 16: 16-17, September, 1972.
- Mustafa, Husain. "Can Management Negotiate Aspects of Its Rights?" Public Personnel Review, 61: 15-17, July, 1968.
- Wellington, H. H., and R. K. Winter. The Limits of Collective Bargaining in Public Employment. Brookings Institution Reprint No. 167, Washington, D.C.: 1969.
- Wallett, D. H. "The Coming Revolution in Public School Management," Michigan Law Review, 67: 5-17, March, 1969.

f. Merit Pay

- Bhaerman, C. D. "Merit Pay," National Elementary Principal, 52: 63-71, February, 1973.
- McDowell, S. "Merit Salaries (and Other Devices)," Education Canada, 13: 14-19, March, 1973.
- United States Labor Management Services Administration. Office of Labor Management Policy Development. Collective Bargaining in Public Employment and the Merit System. April, 1972.

g. Paraprofessionals

- Bachus, G. "Dangers of Paraprofessional Paralysis," School and Community, 59: 10-15, October, 1972.
- Grossman, L. "Misuse of Paraprofessionals," Urban Review, 5: 2-3, June, 1972.
- Shafer, P. "Community School Aides--Para-Professional Directors," Community Education Journal, 2: 57-59, November, 1972.
- Teacher Aide and Supervising Teacher Training Project Report. Washington, D.C.: Bureau of Educational Personnel Development, 1972.
- Walden, J. C. "Paraprofessional Personnel and the Law," National Elementary Principal, 51: 100-102, February, 1972.
- Wolansky, W. C. "Teacher Aides--A First Step to Differential Staffing," School Shop, 32: 30-31, December, 1972.

b. Performance Contracting

"A Report on Performance Contracts: Private Enterprise in the Schools: One Year Later," American Teacher, 56: 19-20, September, 1971.

Baker, B. and others. "Recommendations Regarding Performance Contracting," Educational Technology, 12: 27-28, June, 1972.

Berger, A. "Performance Contracting and Educational Accountability: Past, Present, and Future," Translating Theory into Practice, 3: 4-8, April, 1972.

Blaschke, C. "Performance Contracting," Nation's Schools, 89: 3, 37, 40, March, 1972.

_____. "Performance Contracting: Experts Couple Warning with Latest Findings," Nation's Schools, 89: 25-26, June, 1972.

Bullock, Donald A. "Viewpoints about Performance Contracting," NSPI Journal, 9: 11-12, December, 1970.

Champagne, D. W., and J. L. Morgan. "The Development and Evaluation of Criteria for Performance Contracting by Consultants to School Districts," Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, 1972.

Dembo, M. H., and D. E. Wilson. "An Evaluation of a Performance Contract," Paper presented at the Annual Meeting of the American Educational Research Association, Chicago, 1972.

Dieterich, D. J. "Performance Contracting: Pot of Gold or Pandora's Box?" Elementary English, 49: 612-21, April, 1972.

Esler, William K. "Accountability: The Teacher's Perspective," Clearing House, 46: 531-34, May, 1972.

Farrell, E. J. "Performance Contracting: Some Reservations," English Journal, 61: 560-64, April, 1972.

Hough, Charles R. "Negotiations and Accountability," National Association of Secondary School Principals Bulletin, 55: 1-7, December, 1971.

Johnson, W. Frank. "Performance Contracting with Existing Staff," Educational Technology, 11: 59-80: 19-20, June-July, 1971.

Lessinger, Leon M. "Teachers--In an Age of Accountability," Instructor, 80: 19-20, June-July, 1971.

Levine, D. M. The National Conference on Performance Contracting in Education Final Report. Washington, D.C.: American Education Research Association, 1972.

- Martin, R. "Performance Contracting: Did We Learn Anything?" American School Board Journal, 159: 30-32, May, 1972.
- _____. "Performance Contracting: Making It Legal," Nation's Schools, 87: 62-64, January, 1971.
- Mecklenburger, J. A., and D. M. Goldenbaum. "How OEO Failed Performance Contracting," Nation's Schools, 89: 31-32, April, 1972.
- Megel, Carl J., and Robert D. Bhaerman. "Teachers Voice Their Opposition," Compact, 5: 31-34, February, 1971.
- New York Department of Education. Division of Evaluation. Bureau of School Programs Evaluation. Performance Contrasting in Elementary and Secondary Education: A Report Showing the Development on a Nationwide Basis and the Implications for New York State, December 15, 1970. Albany: 1971.
- Porter, James H. "Performance Contracts: A Challenge for Teachers," Clearing House, 46: 339-342, February, 1972.
- Seltz, Judith. "A Teacher's Guide to Performance Contracting," Grade Teacher, 88: 32-35, April, 1971.
- Taylor, Albert J., and Richard D. Zahn. "Accountability for the Profession," Clearing House, 46: 356-58, February, 1972.
- Voegel, George H. "A Suggested Schema for Faculty Commission Pay in Performance Contracting," Educational Technology, 11: 57-59, January, 1971.
- Webster, W. J. and others. "A Cost Effective Formula for Performance Contracting," Education, 92: 52-5, February-March, 1972.
- Wendler, Richard L. "How to Write Teacher Performance Levels into Negotiated Contracts," Journal of Collective Negotiation in the Public Sector, 1: 259-268, August, 1972.
- Wiles, J. W. "The Hidden Cost of Performance Contracting," Educational Leadership, 28: 533-535, February, 1971.
- i. Reduction in Force
- Hershey, R. "Layoff Ahead: How Do Employees Respond?" Personnel, 49: 29-35, December, 1972.
- Klotz, A. "Mechanisms of a RIF," Trade Talk, 1: 1973.
- Looney, R., and N. Panella. "Retrenchment Without RIF," Journal of Navy Civilian Manpower Management, 6: 15, 29, Fall, 1972.
- McIntosh, S. S. "Outplacement--The New Responsibility in Termination," Personnel Administrator, 18: 10-13, March-April, 1973.

Scherba, J. "Outplacement as a Personnel Responsibility," Personnel, 50: 40-44, May-June, 1973.

Slater, R. "Last in--Third out," Personnel Management, 3: 32-35, May, 1971.

j. Salary

Banker, A. R. "A Study of Relationships among Selected School District Characteristics, Negotiations, and Teacher Salaries." Ed.D. Dissertation, Syracuse University, 1971.

Baird, R. N., and J. H. Landon. "The Effects of Collective Bargaining on Public School Teachers' Salaries: Comment," Industrial and Labor Relations Review, 25: 410-417, April, 1972.

Bruno, J. E. "Compensation of School District Personnel," Management Science, 17: 569-587, June, 1971.

Check, J. F. "Dissatisfaction in Teaching," Educational Forum, 35: 173-75, January, 1971.

Clifford, P. "Contracts, Unions and Collective Bargaining," Momentum, 2: 32-37, April, 1971.

Craft, J. A. "Public Employee Budget Negotiations: Budget Search and Bargaining Behavior," Public Personnel Review, 31: 244-249, October, 1970.

Dale, C. H. "A Short Cut in Negotiations Gamesmanship," School Management, 15: 28-29, May, 1971.

Domitz, J. S. "The Feasibility of Long-Term Wage Formula Collective Bargaining Agreements in Public Employment." Ph.D. Dissertation, Southern Illinois University, 1971.

Educational Service Bureau, Inc. Negotiating Salaries. Washington, D.C.: 1969-1970.

Erwin, D. "Information Processing Model of Salary Determination in a Con-
tour of Suburban School Districts," American Educational Research Journal, 10: 5-20, Winter, 1973.

Frarey, C. J., and C. L. Learmont. "Placements and Salaries 1971: A Modest Employment Slowdown," Library Journal, 97: 2154-2159, June, 1972.

Giuntoli, R. D. Effects of Teacher Organizational Membership on School Expenditures and Policies in Illinois. Normal: Illinois State University, 1971.

- Hall, W. C., and N. E. Carroll. "Effect of Teachers' Organizations on Salaries and Class Size," Industrial and Labor Relations Review, 26: 834-41, January, 1973.
- Herring, J. D., and A. D. Rossetti. "A Nonautomatic Salary Plan for Education," Journal of Collective Negotiations in the Public Sector, 1: 97-104, May, 1972.
- Johnson, R. P. "Oregon Teacher Salary Consultation: An Analysis and Description of Impasse Procedures During the 1967-69 School Years." Ed.D. Dissertation, University of Oregon, 1970.
- Kasper, H. "The Effects of Collective Bargaining on Public School Teachers' Salaries," Industrial and Labor Relations Review, 24: 57-72, October, 1970.
- King, C. B. "Some Aspects of Collective Action, Earnings, Fringe Benefits, and Hours of Work Among Senior High School Teachers in First-Class School Districts in Washington State, 1960-1970." Ph.D. Dissertation, Washington State University, 1972.
- Lupton, T., and D. Gowler. "Wage Payment Systems: A Review of Current Thinking," Personnel Management, 4: 25-28, March, 1972.
- Mongue, F. J. "The Effect of Negotiations on Instructional Costs." Ph.D. Dissertation, University of Wisconsin, 1972.
- Muir, J. D. "Canadian School Teacher Salaries: Impact of Collective Bargaining and Other Factors." Ph.D. Dissertation, Cornell University, 1970.
- Owen, J. D. "Toward a Public Employment Wage Theory: Some Econometric Evidence on Teacher Quality," Industrial and Labor Relations Review, 25: 213-222, January, 1972.
- Parlett, J. M., Jr. "Teachers' Salaries on the Escalator," Journal of Collective Negotiations in the Public Sector, 1: 59-65, February, 1972.
- Pegnetter, R. C., Jr. "Collective Bargaining and Relative Dispersion Among Teacher Salaries: The Pattern in Upstate New York from 1964 to 1971." Ph.D. Dissertation, Cornell University, 1971.
- _____. "Fact-Finding and Teacher Salary Disputes: The 1969 Experience in New York State," Industrial and Labor Relations Review, 24: 226-242, January, 1971.
- Rhodes, E. Moving Away from the Index. Washington: Educational Service Bureau, Inc., 1970.
- Rhodes, E., and H. Kaplan. New Ideas in Educational Compensation. Washington, D.C.: Educational Service Bureau, Inc., 1972.

Shannon, W. T. "The Relationship of Professional Negotiations Agreements to the Operating Budgets of Third Class Districts in Pennsylvania." Ed.D. Dissertation, Lehigh University, 1970.

Smith, A. W. "Have Collective Negotiations Increased Teachers' Salaries?" Phi Delta Kappan, 54: 268-270, December, 1972.

Stieber, G. N. "Economic Status for School Administrators: 71-72," Washington, D.C.: National Education Association, 1972.

Thornton, R. J. "The Effects of Collective Negotiations on Relative Teachers' Salaries," Quarterly Review of Economics and Business, 11: 34-47, Winter, 1971.

Winter, G. M. "Resource Allocation and Collective Bargaining in Upstate New York Public School Districts." Ph.D. Dissertation, Cornell University, 1971.

k. Scope of Bargaining

Crane, D. C. "The Relative Importance of Negotiable Issues as Perceived by Board, Teacher, and Administrative Leaders in New Jersey Schools." Ed.D. Dissertation, Rutgers University, The State University of New Jersey, 1969.

Edwards, H. T. "The Emerging Duty to Bargain in the Public Sector," Michigan Law Review, 71: 885-934, April, 1973.

Epstein, B. What Is Negotiable. Washington, D.C.: National Association of Secondary School Principals, 1969.

Erickson, K. L. "The Scope of Negotiations," Negotiations in Public Education. Edited by William Shreeve. Cheney, Wash.: Eastern Washington State College, 1969.

Glime, R. G. "Bargaining with Teachers: The Things the Board Should Demand," American School Board Journal, 158: 21-23, June, 1971.

Jascourt, H. D. "The Scope of Negotiations in Public Education: Overview," Journal of Law and Education, 2: 137-138, January, 1973.

National Education Association. "Trends in Negotiable Items for Teachers," Negotiation Research Digest, 6: 13-14, November, 1972.

_____. "Written Negotiation Agreements Survey: 1971-72," Negotiation Research Digest, 5: 18-23, June, 1972.

_____. "Written Negotiation Agreements Survey: 1972-73," Negotiation Research Digest, 6: 14-16, June, 1973.

- Neiner, R. E. "A Study of the Scope of Negotiable and Non-Negotiable Items in School--Faculty Professional Negotiations." Ph.D. Dissertation, Southern Illinois University, 1971.
- Nolte, M. C. Status and Scope of Collective Bargaining in Public Education. Eugene: ERIC Clearinghouse on Educational Administration, Oregon University, 1970.
- Plain, T. A. "Differing Priority Concepts Related to Negotiability in Selected Chicago Elementary Schools," Illinois School Research, 8: 41-46, Fall, 1971.
- Rains, H. H. "Negotiating Problems in Bargaining with Teachers and Other Public Education Employees," Journal of Collective Negotiations in the Public Sector, 1: 163-176, May, 1972.
- Sabghir, I. H. The Scope of Collective Bargaining in the Public Sector. Chicago: Public Personnel Association, Public Employee Relations Library, No. 33, 1971.
- Sabghir, I. H., and L. R. Kershaw. The Scope of Bargaining in Public Sector Collective Bargaining (with Special Reference to Experience Under the Taylor Law). Albany: New York State Public Employment Relations Board, 1970.
- Seitz, R. C. "Scope of Bargaining under a Statute Providing for Negotiations on 'Conditions of Employment,'" NOLPE School Law Journal, 1: 23-29, February, 1970.
- Vickers, H. D. "The Scope of Professional Negotiations in California School Districts." Ed.D. Dissertation, University of Southern California, 1970.
- Wildman, W. A. "What's Negotiable," The Collective Dilemma: Negotiations in Education. Edited by Harold I. Goodwin. Worthington, Ohio: Charles Jones Publishing Co., 1969.
1. Staff Involvement in Decision-Making
- Alutto, J. A., and J. A. Belasco. "Patterns of Teacher Participation in School System Decision-Making," Education Administration Quarterly, 54: 271-272, December, 1972.
- Ambrosie, F., and R. W. Heller. "Secondary School Administrator and Perceived Teacher Participation in the Decision-making Process," Journal of Experimental Education, 40: 6-13, Summer, 1972.
- Blanchard, P. D. "Decision Makers: Which School Board Members Favor Teacher Participation and Why," School and Community, 59: 12-13, April, 1973.

- Dent, I. G. "The Effects of Conflict Between Teachers' Organizations on School Board Decision-Making and on Organizational Behavior," ISR Journal, 1: 193-209, Summer, 1969.
- Hetzl, R., and D. Barnard. "Human Agenda: Critical Variable in Innovation; Staff Members," Education Leadership, 30: 526-529, March, 1973.
- National Education Association. "Involvement in School Policy Making; Teacher Opinion Poll," Today's Education, 62: 11-12, February, 1973.
- Oatman, J. J. "A Study of Conflicts Expressed by a Selected Sample of Public School Educators Concerning Involvement in Employee Negotiations." Ph.D. Dissertation, Michigan State University, 1970.
- Salz, A. E. "Policymaking under Decentralization: The Role of Collective Bargaining at the Local Level," The Urban Review, 3: 25, 31-33, June, 1969.
- Svenning, L. L. Collective Decision Making in Organizations. Burlingame, Calif.: Operation PEP, 1970.
- m. Unit Determination
- Crowley, J. R. "The Resolution of Representation Status Disputes Under the Taylor Law," Fordham Law Review, 37: 517-534, May, 1969.
- Doherty, R. E. "Teacher Bargaining, Resource Allocation and Representative Rule." In Proceedings, Industrial Relations Research Association Twenty-second Annual Winter Meeting, 1969.
- Moir, C. "Contract Negotiations, the Changing Scene," Education Canada, 10: 66-68, December, 1970.
- National Education Association. Research Division. "Teachers and Administration: Same or Separate Negotiation Units?" NEA Research Bulletin, 49: 77-79, October, 1971.
- Price, W. C., Jr. "Significant Issues and Communications Practices Related to an Election for Exclusive Teacher Representation Rights." Ed.D. Dissertation, Indiana University, 1970.
- Woodside, J. F. "Determination of the Bargaining Unit Under the New Pennsylvania Public Employee Relations Act," Dickinson Law Review, 75: 490-502, Spring, 1971.
- Worner, R. B. "The Effects of Teacher Representation Elections on the Power Sources of Majority and Minority Teacher Organizations in Middle-sized School Districts." Ph.D. Dissertation, New York University, 1970.

III. CURRENT INFORMATION SOURCES

a. Indexes

Employment Relations Abstracts. Detroit: Information Service.

Index to Legal Periodicals, 1908. New York: H. W. Wilson Co.

Industrial Relations Law Digest, 1957. Ann Arbor, Michigan: Bureau of Industrial Relations, University of Michigan.

Labor Arbitration in Government, 1971. American Arbitration Association
140 West 51st St., New York, N.Y. 10020.

Michigan Index to Labor Union Periodicals, 1960-1969. Bureau of Industrial Relations, Graduate School of Business Administration
University of Michigan, Ann Arbor, Michigan.

Monthly Digest of Current Legislation: Federal and All 50 States,
Legislative Year 1971. Aspen Systems Corporation, The Webster Hall,
Pittsburgh, Pa. 15213.

Personnel Literature, 1945. U.S. Civil Service Commission Library. U.S.
Government Printing Office.

Personnel Management Abstracts, 1955. Bureau of Industrial Relations,
Graduate School of Business Administration, University of Michigan,
Ann Arbor, Michigan.

Public Affairs Information Service (PAIS), 1915. Public Affairs Informa-
tion Service, Inc. 11 W. 40th Street, New York, N.Y. 10018.

Recent Publications on Governmental Problems, 1931. Joint Reference
Library, 1313 East 60th Street, Chicago, Illinois 60637.

Selected List of Recent Additions to the Library, Library, U.S. Department
of Labor, Washington, D.C. 20210.

Social Sciences and Humanities Index, 1907. H. W. Wilson Company, 950
University Avenue, Bronx, New York 10452.

b. Periodicals

Academy of Management Journal, School of Business Administration,
University of Oregon, Eugene, Oregon 97403.

American School Board Journal. The National School Board Association,
State National Bank Plaza, Evanston, Illinois 60201.

American Teacher, 1912. American Federation of Teachers, AFL-CIO.
1012 14th St., N.W. Washington, D.C.

Arbitration Journal. American Arbitration Association. 140 W. 51st St.
New York, N.Y. 10020.

- California Public Employee Relations. Institute of Industrial Relations
University of California, Berkeley, California 94720.
- Cornell Law Review, Cornell University, Myron Taylor Hall, Ithaca, New
York 14850.
- Coverage, Assembly of Governmental Employees, 1108 O Street, Sacramento,
California 95814.
- Economic and Business Bulletin. Bureau of Economic and Business Research,
Temple University, Philadelphia, Pa. 11122.
- Harvard Journal on Legislation. Harvard Student Legislative Research
Bureau, Harvard Law School, Cambridge, Mass. 02138.
- Industrial and Labor Relations Review. New York State School of
Industrial and Labor Relations and Labor Relations, Cornell Univer-
sity, Ithaca, N.Y. 14850.
- Industrial Relations, a Journal of Economy and Society. Institute of
Industrial Relations, University of California, Berkeley, California
94720.
- International Labour Review. International Labor Office. Geneva,
Switzerland.
- ISR Journal. Institute for Staff Relations and Governance. 80 Washington
Square, Room 56. New York, New York, N.Y. 10030.
- Journal of Collective Negotiations in the Public Sector. Baywood Pub-
lishing Company, Inc. 43 Central Drive, Farmingdale, New York
11735.
- Labor Law Journal. Commerce Clearing House. 4025 Peterson Ave. Chicago,
Ill. 60646.
- Michigan Law Review. Michigan Law Review Assn. Ann Arbor, Michigan.
- Michigan State Bar Journal. State Bar of Michigan, 306 Townsend. Lansing,
Michigan 48914.
- Monthly Labor Review. U.S. Bureau of Labor Statistics, Superintendent
of Documents, U.S. Government Printing Office, Washington, D.C. 20402.
- NEA Reporter, National Education Association, 1201 Sixteenth Street, N.W.
Washington, D.C. 20036.
- New Jersey Public Employer--Employee Relations. Institute of Management
and Labor Relations, Rutgers University, Ryders Lane and Clifton
Avenue, New Brunswick, New Jersey 08903.

Personnel, American Management Association, 135 W. 50th St., New York, N.Y. 10020.

Personnel Administration, Society for Personnel, Administration Suites 485-487, National Press Building, 529 14th St., N.W., Washington, D.C. 20004.

Personnel Administrator. American Society of Personnel Administration, 30 Park Avenue, Bera, Ohio 44017.

Personnel Journal. Personnel Journal, Inc., 100 Park Avenue, Swarthmore, Pa.

Public Administration Review. American Society for Public Administration, 1225 Conn. Avenue, N.W., Washington, D.C. 20036.

Public Interest. Basic Books, Inc., 404 Park Ave., S., New York, N.Y. 10016.

Public Management. International City Management Assn., 1140 Conn. Ave., N.W., Washington, D.C. 20036.

Public Personnel Review. Public Personnel Assn., 1313 E. 60th St., Chicago, Ill. 60637.

Social Policy. International Arts & Sciences Press, Inc., 901 North Broadway, White Plains, New York 10030.

The Public Employee, American Federation of State, County and Municipal Employees, 1155 15th St., N.W., Washington, D.C. 20005.

The School Administrator. American Association of School Administrators, 1801 N. Moore St., Arlington, Va.

University of South Carolina Governmental Review, Bureau of Governmental Research, University of South Carolina, Columbia, S.C. 29208.

Yale Law Journal, Yale Law Journal Co., Inc., 127 Wall St., New Haven, Conn. 06520.

c. Abstracts, Digests, and Directories

A. G. Bush Library Abstracts. Chicago: Industrial Relations Center, University of Chicago, 1968.

Annual Digest of State and Federal Labor Legislation. U.S. Bureau of Labor Standards. Washington, D.C.: U.S. Government Printing Office, 1935.

Arbitration in the Schools, 1970. American Arbitration Assoc., 140 West 51st St., New York, N.Y. 10020.

Directory of Federal Statistics for Local Areas, A Guide to Sources.
Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1971.

Directory of Federal Statistics for States, A Guide to Sources. U.S. Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1972.

A Directory of Information Resources in the United States: Social Sciences.
National Referral Center for Science and Technology, Library of Congress. Washington, D.C.: U.S. Government Printing Office, 1972.

Directory of National and International Labor Unions in the United States, 1969. U.S. Bureau of Labor Statistics. (Bulletin 1665) Washington, D.C.: U.S. Government Printing Office, 1970.

Directory of Non-Federal Statistics for States and Local Areas, A Guide to Sources. U.S. Bureau of the Census. Washington, D.C.: U.S. Government Printing Office, 1972.

Membership Directory. Industrial Relations Research Association. Madison, Wisconsin, 1972.

Membership Directory, 1971-72. National Academy of Arbitrators, 2412 Grant Building, Pittsburgh, Pennsylvania 15219.

Membership Directory: The Public Personnel Blue Book. Chicago, Illinois: Public Personnel Association, 1972.

d. Specialized Information Sources

ASPA News & Views, 1950. American Society for Public Administration, 1225 Connecticut Avenue, N.W., Washington, D.C. 20036.

Educators Negotiating Service, 1967. 1835 K Street, N.W., Washington, D.C. 20036.

From the State Capitals--Labor Relations, 1946. Bethune Jones, 321 Sunset Avenue, Asbury Park, New Jersey 07712.

Government Employee Relations Report (GERR), 1963. The Bureau of National Affairs, Inc., 1231 25th Street, N.W., Washington, D.C. 20037.

Labor Trends, 1945. Stanley Brams, Editor, North End Station, Box 7002, Detroit, Michigan.

National Right to Work Newsletter, 1954. National Right to Work Committee, 1900 L Street, N.W., Washington, D.C. 20036.

PERB News, 1968. New York State Public Employment Relations Board, 50 Wolf Road, Albany, New York 12205.

Personnel Guide, 1969. Commerce Clearing House, Inc., 4025 W. Peterson Avenue, Chicago, Illinois 60646.

Personnel News, 1935. Public Personnel Association, 13113 East 60th Street, Chicago, Illinois 60637.

e. Book Reviews and Notes

Industrial and Labor Relations Review.

ISR Journal.

Monthly Labor Review.

Personnel.

Personnel Administration.

Personnel Administrator.

Personnel Journal.

Public Administration Review.

Public Personnel Review.

IV. BACKGROUND INFORMATION: GENERAL REFERENCES

a. Articles

Allen, A. D., Jr. "A Systems View of Labor Negotiations," Personnel Journal, 50: 103-114, February, 1971.

Cole, S. G. "Conflict and Cooperation in Potentially Intense Conflict Situations," Journal of Personality and Social Psychology, 22: 31-50, April, 1972.

Donovan, Bernard E. "Negotiations: Ten Years Later." National Association of Secondary School Principals Bulletin, 55: 40-48, December, 1971.

Doyle, F. P. "When It's Your First Time to Negotiate with Labor," Administrative Management, 34: 20-22, February, 1973.

Knighton, B. S. "A Cooperative Management System for Negotiations, Information and Communication." Speech Presented at the 104th Annual Convention of American Associations of School Administrators, Atlantic City, N.J., February, 1972.

Murphy, M. J. "Structural Aspects of Bargaining. Negotiations in Education: Problems and Issues," IAR Research Bulletin, 13: 3-6, November, 1972.

Murphy, M. J. "The Fleischman Commission and Collective Bargaining," IAR Research Bulletin, 13: 1-2, 9, February, 1973.

"Public Sector Labor-Management Relations." Industrial Relations Law Digest, 15: entire issue, October, 1972.

Stern, James L. "Collective Bargaining Trends and Patterns." A Review of Industrial Relations Research Vol. II. Madison, Wisconsin: Industrial Relations Research Association (1971).

Vantine, A. William. "Toward a Theory of Collective Negotiations." Administration Quarterly, 8: 27-43, Winter, 1971.

Werne, Benjamin. "Collective Bargaining in the Public Sector." Vanderbilt Law Review, 22: 833-871, May, 1969.

b. Books

Allen, R. B. and J. Schmid, (eds.), Collective Negotiations and Educational Administration. Columbus, Ohio: University Council for Educational Administration, 1965.

- Andree, Robert G. Collective Negotiations: A Guide to School Board-Teacher Relations. Lexington: D. D. Heath & Company, 1970.
- Andree, Robert G. The Art of Negotiation: Roles, Games, Logic. Lexington: Heath Lexington Books, 1971.
- Arthurs, H. W. Collective Bargaining by Public Employees in Canada: Five Models, East Lansing, Michigan: Institute of Labor and Industrial Relations, University of Michigan, 1971.
- Baer, Walter. Discipline and Discharge Under the Labor Agreement. New York: American Management Association, 1972.
- Baer, Walter H. Practice and Precedent in Labor Relations. Lexington, Mass: D. C. Heath, 1972.
- Beal, Edwin F., Edward D. Wickersham and Philip Kienast. The Practice of Collective Bargaining. 4th ed. Homewood: Richard D. Irwin, 1972.
- Bloom, Gordon, and Gerbert Northrup, Economics of Labor Relations. Homewood, Ill.: Richard D. Irwin, Inc. 1969 (6th ed.)
- Brandt, Floyd, and Carroll Daugherty. Conflict and Cooperation: Cases in Labor-Management Behavior. Homewood, Ill.: Richard D. Irwin, Inc., 1967.
- Byrd, Stephen, Strategy in Labor Relations. Waterford, Connecticut, National Foremons Inst., 1965.
- Chamberlain, Neil W., and Kuhn, James W. Collective Bargaining. 2d ed. New York: McGraw-Hill Book Company, 1965.
- Chanin, Robert H. Negotiation in Public Education: Developing a Legislative Framework. Denver: Education Commission of the States, 1969.
- Davey, Harold W., Contemporary Collective Bargaining. Englewood Cliffs: Prentice-Hall, 1972.
- Doherty, Robert E., and Oberer, Walter E. Teachers School Boards and Collective Bargaining: A Changing of the Guard. Ithaca: Cornell University, New York State School of Industrial and Labor Relations, ILR Paperback No. 2 (1967).
- Dubel, Robert Y. Collective Negotiations: "Why Didn't Someone Tell Me?" Paper presented at the American Association of School Administrators Annual Convention, 1972.
- Dunlop, John T. Industrial Relations Systems. New York: Holt, Rinehart and Winston, Inc., 1958.

- Educational Service Bureau, Inc. Readings in Public School Collective Bargaining. Washington: 1971.
- Eastey, Martin. The Unions: Structure, Development and Management. New York: Harcourt, Brace & World, 1967.
- Fischer, Harry. The Uses of Accounting in Collective Bargaining. Los Angeles: UCLA, Institute of Industrial Relations, 1969.
- Fleming, Robben. The Labor Arbitration Process. Urbana, Ill.: University of Illinois Press, 1965.
- Garmon, Phillips. Grievance Arbitration Manual. Champaign: Institute of Labor and Industrial Relations (U of Illinois), 1972.
- Gilroy, T. P. Dispute Settlement in the Public Sector. Research Series I, Center for Labor and Management, Iowa University, 1972.
- Gilroy, T. P. and Others. Educator's Guide to Collective Negotiations, Columbus: C. E. Merrill, 1969.
- Heisel, W. D. and J. D. Hallihan. Questions and Answers on Public Employee Negotiations. Chicago: Public Personnel Association, 1967.
- Kaye, S. P., and A. Marsh, (eds.). International Manual on Collective Bargaining for Public Employees. New York: Praeger, 1973.
- Kagel, Sam. Contract Language. Washington D. C.: Bureau of National Affairs, 1961.
- Kruger, Daniel, and Schmidt, Charles J., Jr. ed. Collective Bargaining in the Public Service. New York: Random House, 1969.
- Lieberman, Elias. Unions Before the Bar. New York: Oxford Book Co., 1960.
- Mabry, Bevars. Labor Relations and Collective Bargaining. New York: Ronald Press, 1966.
- Macchiarola, Frank J., ed. Critical Issues in Education. New York: School of Business and Public Administration, Bernard M. Baruch College of the City University of New York. 1970.
- Marshall, Howard and N. Marshall. Collective Bargaining. New York: Random House, 1971.
- Miller, W. C. and D. N. Newbury. Teacher Negotiations; A Guide for Bargaining Teams. West Nyack: Parker Publishing Co., 1970.
- Morse, Bruce. How to Negotiate the Labor Agreement. Detroit: Trends Press Co., 1966.

- National Education Association of the United States. Division of Field Services. How to Negotiate: A Handbook for Local Teacher Associations. Washington: 1969.
- Nigro, Felix A. Management Employee Relations in the Public Sector. Chicago: Public Personnel Association, 1969.
- Nolte, M. Chester and John Phillip Linn. Background Materials on Collective Bargaining for Teachers. A Conference Guide. Denver: Education Commission of the States, 1968.
- Oberer, Walt and Hanslowe, Kurt. Labor Law: Collective Bargaining in a Free Society. St. Paul, Minn. West Publishing Company, 1972.
- O'Hare, Robert J. M. Massachusetts Municipal Collective Bargaining Manual. Boston: Bureau of Public Affairs, Boston College, 1968.
- Prasow, Paul and Ed Peters, Arbitration and Collective Bargaining: Conflict Resolution in Labor Relations. New York: McGraw-Hill Book Co., 1970.
- Peters, Edward, Strategy and Tactics in Labor Negotiations. New London, Conn.: National Foreman's Institute, 1955 or 1966.
- Perry, Charles R. and Wesley A. Wildman. The Impact of Negotiations in Public Education: The Evidence from the Schools. Worthington: Charles A. Jones Publishing Co., 1970.
- Roberts, Harold S. Labor Management Relations in the Public Service. Honolulu: University of Hawaii Press, 1970.
- Ryder, Meter S., et al. Management Preparation for Collective Bargaining. Homewood, Ill: Dow & Jones-Irwin, 1966.
- Schmidt, Charles T., Jr., Parker, Hyman, and Repas, Bob. A Guide to Collective Negotiations in Education. Michigan State University (1967) 78 pp.
- Shils, Edward B., and Whittier, C. Taylor. Teachers, Administrators and Collective Bargaining. New York: Thomas Y. Crowell Company, 1968.
- Seide, Katharine (Editor). A Dictionary of Arbitration and Its Terms. Dobbs Ferry, New York: Oceana Publications, 1970.
- Shreeve, William, ed. Negotiations in Public Education. Cheney: Eastern Washington State College, 1969.
- Simkin, William E. Mediation and the Dynamics of Collective Bargaining. Washington, D.C.: Bureau of National Affairs, 1969.
- Sloane, Arthur and Fred Witney. Labor Relations. Englewood Cliffs, Ill.: Prentice-Hall, 1972 (2nd ed.).

- Smith Russell et. al. Collective Bargaining and Labor Arbitration. Indianapolis: Bobbs-Merrill Co., 1970.
- Stagner, Ross, and Hjalmer Rosen. The Psychology of Union-Management Relations. Belmont, Calif.: Wadsworth Publishing Company, 1965.
- Stinnett, T. M., Kleinmann, Jack H., and Ware, Martha I. Professional Negotiation in Public Education. New York: Macmillan Company, 1966.
- Updegraff, Clarence. Arbitration and Labor Relations. Washington, D.C.: Bureau of National Affairs, 1970, (Third Edition).
- U.S. National Center for Educational Communication. Teacher Militancy, Negotiations and Strikes, Research for School Members. Washington: U.S. Government Printing Office, 1972.
- Walton, R. and R. McKersie. A Behavioral Theory of Labor Negotiations. New York: McGraw-Hill Company, 1965.
- Wolfbein, Seymour L., ed. Emerging Sectors of Collective Bargaining. Braintree: D. H. Mark Publishing Company, 1970.

V. Resolution of Disputes

a. Mediation

- Bain, T. "Third Party Settlement in Education," The Arbitration Journal, 26:41-44, 1971.
- Bernstein, M.C. "Alternatives to the Strike in Public Labor Relations," Harvard Law Review, 85:2, 1971.
- Braun, K. Labor Disputes and their Settlement. Baltimore: Johns Hopkins Press, 1955.
- Childs, V.C. "Mediation Cases in Wisconsin Involving Teacher Organizations and Boards of Education July 1, 1965 to July 1, 1968." Ed.D. Dissertation, Indiana University, 1971.
- Cole, D.L. "Devising Alternatives to the Right to Strike." Monthly Labor Review, 92:60-62, 1969.
- Davey, H.W. "The Use of Neutrals in the Public Sector," Labor Law Journal, 20:529-538, 1969.
- Foegen, J.H. "Mediation from Initiation: Hope for Public Relations," Public Personnel Review, 31:7-12, 1970.
- Gilroy, T.P. (ed.). Dispute Settlement in the Public Sector. Research Series No. 1, Center for Labor and Management. The University of Iowa, Iowa City, Iowa, 1972.
- Gould, W.B. "Public Employment: Mediation, Fact Finding and Arbitration," American Bar Association Journal, 55:835-841, September, 1969.
- Hanslowe, K.L. "Introduction to the Resolution of Impasses in Teacher Negotiations," Employer-Employee Relations in the Public Schools. Edited by R.D. Doherty. Ithaca: New York State School of Industrial and Labor Relations, 1967.
- Johnson, D.F. and D.G. Pruitt. "Preintervention Effects of Mediation Versus Arbitration," Journal of Applied Psychology, 56:1-10, February, 1972.
- Lieberman, M. "What To Do When the Talks Break Down in Teacher Impasses," School Management, 13:25-28, April, 1969.
- Odewahn, C.A. "The Mediator in the Public Sector - A New Breed?" Labor Law Journal, 23:643-648, October, 1972.
- Pendleton, E.C. "Collective Bargaining in the Public Sector: Impasse Settlement," Industrial Relations Center Reports. University of Hawaii, May, 1971.

Perry, C.R. "Impasses Resolution in Teacher Negotiations," Collective Action by Public School Teachers, Chicago: Industrial Relations Center, Chicago University, January, 1968.

Pirnie, P., III. "A Comparison of the Organizational Typologies of School Districts under Impasse-Non Impasse Conditions," Ph.D. Dissertation, Syracuse University, 1970.

Pruitt, D.G., and D.F. Johnson. "Mediation as an Aid to Face Saving in Negotiation," Journal of Personality and Social Psychology, 14:239-46, March, 1970.

Simkin, W.E. Mediation and the Dynamics of Collective Bargaining. Washington: Bureau of National Affairs, 1971.

Slavney, M. "Impasse Procedures in Public Education," In Elam, S.M., M. Lieberman, and M.H. Moskow, eds. Readings on Collective Negotiations in Public Education, Chicago:Rand McNally, 426-432, 1967.

Staudohar, P.D. "Disputes and Dispute Settlement in Public Employment," Economic and Business Bulletin, 23:37-43, Winter, 1971.

Stutz, R.L. "The Resolution of Impasse in the Public Sector," The Urban Lawyer, 3-6, Fall, 1969.

Zack, A.M. "Dispute Settlement in the Public Sector," New York Law Forum, 14:249-260, Summer, 1968.

Zack, A.M. "Improving Mediation and Factfinding in the Public Sector," Labor Law Journal, 30:259-273. 1970.

b. Factfinding

Anderson, A. "The Use of Factfinding in Dispute Settlements," Proceedings of the 22nd Annual Meeting of the National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 1970.

Block, H.S. "Criteria in Public Sector Interest Disputes," Paper presented at the 24th Annual Meeting of the National Academy of Arbitrators, January 28, 1971, Los Angeles, California.

Bornstein, T. "Facts About Fact-Finding," Washington, D.C.: Labor Management Relations Service, April, 1971.

Doering, B. "Impasse Issues in Teacher Disputes Submitted to Fact Finding in New York," Arbitration Journal, 27:1-17, No. 1, 1972.

Finkelman, J. "Factfinding: Its Values and Limitations," Comment in: Arbitration and the Expanding Role of Neutrals, Proceedings of the 23rd Annual Meeting of the National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 182-186, 1970.

- Howlett, R.G. "Factfinding: Its Values and Limitations, Comment," Arbitration and the Expanding Role of Neutrals, Proceedings of the 23rd Annual Meeting, National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 175-182, 1970.
- Jossen, R.J. "Fact-Finding: Is it Adjudication or Adjustment?" The Arbitration Journal, 24:106-115, 1969.
- Krinsky, E.B. "An Analysis of Fact-Finding as a Procedure for the Settlement of Labor Disputes Involving Public Employees," Ph.D. Dissertation, University of Wisconsin, 1969.
- Krinsky, E.B. "Public Employment Fact-Finding in Fourteen States," Labor Law Journal, 17:532-40, 1966.
- Marshall, P.G. "Fact Finding in Public Employment Disputes," Wisconsin Bar Bulletin, 43:36-42, December, 1970.
- McKelvey, J.T. "Factfinding in Public Employment Disputes: Promise or Illusion?" Industrial and Labor Relations Review, 22:582-543, July, 1969.
- Pegnetter, R. "Fact Finding and Teacher Salary Disputes: The 1969 Experience in New York State," Industrial and Labor Relations Review, 24:226-242, January, 1971.
- Phelps, J.L. "Differences of Attitudes Toward Collective Bargaining Goals in Education: The Development and Application of an Instrument." Ph.D. Dissertation, University of Michigan, 1970.
- Roumell, G.T., Jr. "Fact Finding Can Unlock Bargaining Impasse," Nation's Schools, 85:77-79, March, 1970.
- Saxton, W.M. "The Use of Fact-Finding in Public Employee Disputes Settlement: The Employer View," Arbitration and Social Change, Proceedings of the Twenty-Second Annual Meeting National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 1970.
- Schmidt, C.T., Jr. "Observations of the Process of Factfinding in Michigan Public Education Teacher-School Board Contract Disputes," A Report on the Joint Conference of the Association of Labor Mediation Agencies and the National Association of State Labor Relations Agencies, Washington, D.C.: Bureau of National Affairs, Inc., 81-90, August 19-24, 1968.
- Seamon, H.P. "'Fact Finding' in the Resolution of Teacher Organization-School Board Impasse During Collective Negotiations, with Particular Reference to New York State." Ed.D. Dissertation, Columbia University, 1971.
- Simkin, W.E. "Fact-Finding: Its Values and Limitations," Arbitration and the Expanding Role of Neutrals. Proceedings of the Twenty-Third Annual Meeting, National Academy of Arbitrators, Washington: Bureau of National Affairs, 165-175, 1970.

- Staudohar, P.D. "Fact-finding for Settlement of Teacher Labor Disputes," Phi Delta Kappan, 51:422-425, April, 1970.
- Stern, J. "The Wisconsin Public Employee FactFinding Procedure," Industrial and Labor Relation Review, 20:3-19, October, 1968.
- Taylor, G.W. "Using Factfinding and Recommendation in Impasses," Monthly Labor Review, 92:63-65, 1969.
- Wellington, H.H., and R.K. Winter, Jr. "The Limits of Collective Bargaining in Public Employment," Yale Law Journal, 78:1107-1127, June, 1969.
- Word, W.R. "Fact-Finding: Complement or Substitute for Collective Bargaining in Public Employment." Ph.D. Dissertation, University of Tennessee, 1970.
- Word, W.R. "Fact-finding in Public Employee Negotiations," Monthly Labor Review, 95:60-64, February, 1972.
- Wurf, J. "The Use of Fact-Finding in Public Employee Disputes Settlement: The Union View," Arbitration and Social Change. Proceedings of the 22nd Annual Meeting, National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 1970.
- Yaffe, B. and H. Goldblatt. Factfinding in Public Employment Disputes in New York State: More Promise than Illusion. Ithaca: New York State School of Industrial and Labor Relations, Cornell University, 1971.
- Zack, A.M. "Arbitration and Fact-Finding in Public Disputes," Proceedings of the Twenty-First Annual New York University Conference on Labor, New York: Bender, 535-545, 1969.
- c. Arbitration
- Aaron, B. "Judicial Intervention in Labor Arbitration," Stanford Law Review, 20:41-56, November, 1967.
- Aaron B. "Some Procedural Problems in Arbitration," Vanderbilt Law Review, 10:733-748, June, 1957.
- American Arbitration Association. Resolving Controversy in the Schools.
- Belasco, J.A., J.A. Alutto and F. Greene. "A Case Analysis of Negotiation Behavior in an Urban School System," Education and Urban Society, 2: 22-39, November, 1969.
- Bernstein, I. "Arbitration," Industrial Conflict. Edited by A.M. Ross, R. Dublin and A. Kornhauser. New York: McGraw-Hill Book Company, 1954.

- Bonn, R.L. "Arbitration: An Alternative System for Handling Contract Related Disputes," Administrative Science Quarterly, 17:254-264, June, 1972.
- Braden, N.J. "The Function of the Arbitrator in Labor Management Disputes," Arbitration Journal, 4:35-40, 1949.
- Bureau of Labor Statistics. Major Collective Bargaining Agreements: Arbitration Procedures. Washington, D.C.: U.S. Government Printing Office, 1966.
- Carlston, K.S. "Theory of the Arbitration Process," Law and Contemporary Problems, 17:631-661, Autumn, 1952.
- Christensen, T.S. "Labor Arbitration and Judicial Oversight," Stanford Law Review, 19:671-697, February, 1967.
- Cole, D.L., J. Freidin, and E.L. Olin. "The Status and Expendability of the Labor Arbitrator," The Profession of Labor Arbitration. Edited by J.T. McKelvey. Washington, D.C.: Bureau of National Affairs, Inc., 1957.
- Constanza, J.F. "The Use of Arbitration As A Means of Teacher Grievance Resolution in the Public Schools." Ed.D. Dissertation, Columbia University, 1972.
- Coulson, R. "Experiments in Labor Arbitration," Labor Law Journal, 17:259-265, May, 1966.
- Coulson, R. "Labor Arbitration: The Insecure Profession," New York University Institute of Labor Relations. Proceedings of Twentieth Annual Conference, New York, 1968.
- Davey, H.W. "The Arbitrator Views the Agreement," Labor Law Journal, 12:1161-1176, December, 1961.
- Davey, H.W. "The Proper Uses of Arbitration," Labor Law Journal, 9:119-126, February, 1958.
- "Doctrine of Past Practice in Labor Arbitration," University of Colorado Law Review, 38:229-247, Winter, 1966.
- Elkouri, F. and E.A. Edna. How Arbitration Works. Washington, D.C.: Bureau of National Affairs, Inc., 1960.
- Fleming, R.W. "Arbitrators and the Remedy Power," Virginia Law Review, 68:1199-1225, November, 1962.
- Fleming, R.W. The Labor Arbitration Process. Urbana: University of Illinois Press, 1965.
- Freidin, J. Labor Arbitration and the Courts. Philadelphia: University of Pennsylvania Press, 1952.

- Gilroy, T.P. and A.V. Sinicropi. "Impasse Resolution in Public Employment: A Current Assessment," Industrial and Labor Relations Review, 25:496-511, July, 1972.
- Grieder, C. "Proper Solution to Teacher Strikes: Binding Arbitration," Nation's Schools, 83:6, February, 1969.
- Grodin, J.R. "Either-or Arbitration for Public Employee Disputes," Industrial Relations, 11:260-266, May, 1972.
- Hays, P.R. Labor Arbitration: A Dissenting View. New Haven, Conn.: Yale University Press, 1966.
- Helsby, R.D. "New Uses for Arbitration: The Public Sector and Community Disputes," Seminar on Collective Bargaining: 1972. Negotiation - Arbitration '72. Niagara Falls, Niagara University Press, 1972.
- Hildebrand, G.H. "The Role of the Neutral in Public Employment Disputes: II The Resolution of Impasses," The Arbitrator, the NLRB and the Courts, Proceedings of the 20th Annual Meeting, National Academy of Arbitrators, ed. Dallas L. Jones. Washington, D.C.: Bureau of National Affairs, Inc. 287-297, 1967.
- Hill, J.C. "The Academy and the Expanding Role of Neutrals," Proceedings of the Twenty-Third Annual Meeting National Academy of Arbitrators. Washington: Bureau of National Affairs, 187-207, 1970.
- Horlacher, J.P. "Employee Job Rights Versus Employer Job Control: The Arbitrator's Choice," Collective Bargaining and the Arbitrator's Role. Proceedings of the Fifteenth Annual Meeting, National Academy of Arbitrators, Washington, D.C.: BNA, Inc., 1962.
- Housman, K.A. "Final Offer Selection: An Arbitration Technique," Personnel Administration, 35:23-27, January, 1972.
- Howard, R.L. "Informing the Arbitrator," Vanderbilt Law Review, 10: 771-787, June, 1957.
- Howell, R. "The Arbitrator, the NLRB, and the Courts," National Academy of Arbitrators, Proceedings of Twentieth Annual Meeting, San Francisco, 1967.
- Howlett, R. "Arbitration in the Public Sector," Southwestern Legal Foundation, Proceedings of Fifteenth Annual Institute on Labor Law, New York, 1969.
- Jones, D.L. and R.A. Smith. "Management and Labor Appraisals and Criticism of the Arbitration Process," Michigan Law Review, 62:1115-1157, May 1964.
- Jones, E.A. "Power and Prudence in the Arbitration of Labor Disputes: Adventure in Some Hypotheses," UCLA Law Review, 11:675-691, July, 1964.

- Katz, I. "Arbitration: Favored Child of Pre-Emption," New York University Institute of Labor Relations. Proceedings of Seventeenth Annual Conference, New York, 1964.
- Leddy, J.H. "Arbitration: An Answer to the Impasse Dilemma," National Association of Secondary School Principals, Bulletin, 55: 16-25, December, 1971.
- Lieberman, M. "Arbitration - To Go or Not To Go," School Management, 14:11, 34, October, 1970.
- Luskin, B.L. "Arbitration and Its Critics," National Academy of Arbitrators, Proceedings of Twenty-First Annual Meeting, Cleveland, 1968.
- McBrayer, W.H. "What is Expected of An Arbitrator," Arbitration Journal, 9:37-41, Winter, 1954.
- McCoy, W.P. "Some Pitfalls in Arbitration," Labor Law Journal, 11:23-26, January, 1960.
- McKelvey, J. "Sex and the Single Arbitrator," Industrial and Labor Relations Review, 14:335-353, April, 1971.
- Meltzer, B.D. "Ruminations About Ideology, Law and Labor Arbitration," National Academy of Arbitrators, Proceedings of Twentieth Annual Meeting, San Francisco, 1967.
- Mellzer, B.D. "The Supreme Court, Arbitrability and Collective Bargaining," University of Chicago Law Review, 28:461-487, Spring, 1961.
- Merrill, M.H. "A Labor Arbitrator Views His Work," Vanderbilt Law Review, 10:789-799, June, 1957.
- O'Connell, F.A. "Arbitration Procedure and Practice -- Management View Point," New York University Institute of Labor Relations, Proceedings of Fifteenth Annual Conference, New York, 1963.
- Pierce, W.D. "Who Did What, When, and Why?" School Management, 15:32-35, December, 1971.
- Power, J.F. "Improving Arbitration: Roles of Parties and Agencies," Monthly Labor Review, 95:15-22, November, 1972.
- Prasow, P. and E. Peters. Arbitration and Collective Bargaining. New York: McGraw-Hill Book Company, 1970.
- Ringer, J.M. "Legality and Propriety of Agreements to Arbitrate Major and Minor Disputes in Public Employment," Cornell Law Review, 129-144, November, 1968.
- Roberts, B.C. "New Developments in Arbitration," Proceedings of the Twentieth Annual New York University Conference on Labor, Washington D.C.: Bureau of National Affairs, Inc., 97, 1968.

- Robinson, C.A. "The Effect of Professional Negotiations on Educational Decision Making." Ph.D. Dissertation, University of Connecticut, 1970.
- Ross, D.B. "The Arbitration of Public Employee Wage Disputes," Industrial and Labor Relations Review, 23:3-14, October, 1969.
- Ross, T.C. "Impasse Resolution Systems: Legal Basis and Applicability in Negotiating with Teacher Organizations in California." Ed.D. Dissertation, University of Southern California, 1971.
- Ryder, M.S. "Impact of Acceptability on the Arbitrator," National Academy of Arbitrators, Proceedings of Twenty-First Annual Meeting, Cleveland, 1968.
- Seltz, P. "The Arbitrator and Public Policy," Arbitration Journal, 19:23-33, Winter, 1964.
- Seward, R.T. "Arbitration and the Functions of Management," Industrial and Labor Relations Review, 16:235-239, 1963.
- Smith, R.A. "Arbitrators and Arbitrability," National Academy of Arbitrators, Proceedings of Sixteenth Annual Meeting, Chicago, 1963.
- Sullivan, D.P. "Binding Arbitration in Public Employment Labor Disputes," University of Cincinnati Law Review, 36:666-679, Fall, 1967.
- Staudohar, P.D. "Voluntary Binding Arbitration in Public Employment," The Arbitration Journal, 25:30-39, 1970.
- Teele, J.W. "Characteristics of Public Employment Arbitration under a Massachusetts Law," Arbitration Journal, 24:239-248.
- Teele, J.W. "The Thought Processes of the Arbitrator," Arbitration Journal, 17:85-96, Spring, 1962.
- Usery, W.J., Jr. "Some Attempts to Reduce Arbitration Costs and Delays," Monthly Labor Review, 95:3-6, November, 1972.
- Wehringer, C.K. Arbitration Precepts and Principles. Dobbs Ferry, N.Y.: Oceana Publications, Inc., 1969.
- William, W.J. "G.S. Epistemology and Collective Bargaining," Review of General Semantics: 28:311-317, September, 1971.
- Yagoda, L. "The Discipline Issue in Arbitration," Labor Law Journal, 15:571-576, September, 1964.
- Zack, A.M. "Arbitration and Fact Finding in Public Disputes," Proceedings of NYU 21st Annual Conference on Labor, Washington, D.C.: Bureau of National Affairs, Inc., 1969.

d. Compulsory Arbitration

Anderson, A. "Compulsory Arbitration in Public Sector Dispute Settlement-- An Affirmative View." Address before the New York Chapter, Industrial Relations Research Association, April 22, 1971.

Clark, R.T., Jr. Compulsory Arbitration in Public Employment. Chicago: Public Personnel Association, Public Employee Relations Library, 1972.

Garber, P.E. "Compulsory Arbitration in the Public Sector: A Proposed Alternative," The Arbitration Journal, 26:226,238, 1971.

Gershenfeld, W.J. "Compulsory Arbitration Is Ready When You Are," Labor Law Journal, 23:153-166, March, 1972.

Hines, R.J. "Mandatory Contract Arbitration -- Is it a Viable Process?" Industrial and Labor Relations Review, 25:553-544, July, 1972.

Kaufman, J.J. "Compulsory Arbitration: Other Perspectives," Industrial and Labor Relations Review, 18:588-589, 1965.

Laffer, K. "Compulsory Arbitration: The Australian Experience," Monthly Labor Review, 95:45-48, May, 1972.

Loewenberg, J.J. "Compulsory Binding Arbitration in the Public Sector." Paper presented at the International Symposium on Public Employment Labor Relations, New York, May 4, 1971.

Loewenberg, J.J. "The Effect of Compulsory Arbitration on Collective Negotiations," Journal of Collective Negotiations in the Public Sector, 1:177-190, May, 1972.

Seinsheimer, W.G. "What's So Terrible About Compulsory Arbitration?" The Arbitration Journal, 26:219-225, 1971.

Shenton, D.G. "Compulsory Arbitration in the Public Service," Labor Law Journal, 17:138-147, 1966.

Stevens, C.M. "Is Compulsory Arbitration Compatible with Bargaining?" Industrial Relations, 5:38-52, 1966.

e. Grievance Procedures

Angell, G.W. "Grievance Procedures Under Collective Bargaining: Boon or Burden?" Phi Delta Kappan, 53:501-505, April, 1972.

Begin, J.P. "The Development and Operation of Grievance Procedures in Public Employment." Ph.D. Dissertation, Purdue University, 1969.

- Begin, J.P. and J.C. Ullman. Negotiated Grievance Procedures in Public Employment. Chicago: Public Personnel Association, 1970.
- Brandstetter, J. "Grievance Procedures in Non-contract Districts," National Association of Secondary School Principals. Bulletin, 55:167-171, May, 1971.
- Crane, B.R. and R. Hoffman. Successful Handling of Grievances. New York: Central Book Company, 1956.
- Davey, H. "The Uses and Misuses of Tripartite Boards in Grievance Arbitration," National Academy of Arbitrators, Proceedings of Twenty-first Annual Meeting, Cleveland, 1968.
- Dubel, R.Y. "Essential Ingredients of a Modern Grievance Procedure," Research in Education, 4:33, August, 1969.
- Erickson, K.L. "A Study of Grievance Arbitration Awards in Michigan Public Schools." Ph.D. Dissertation, Michigan State University, 1970.
- Fischbach, C.P. "Grievance Arbitration in Public Employee Disciplinary Cases," Labor Law Journal, 22:780-787, 1971.
- Glime, R.G. "How to Write a Grievance Clause that Gives your Board a Fighting Chance," American School Board Journal, 159:27-30, July, 1972.
- Glime, R.G. "What to Put Into a Grievance Clause," Journal of Collective Negotiations in the Public Sector, 1:251-258, August, 1972.
- Gisriel, C. The Local Education Association and Grievance Adjustment. Washington, D.C.: National Education Association, 1967.
- Holland, W.R. "The Relationship of Principal Leader Behavior and Certain Selected Variables to Teacher Grievances in Intermediate Schools in Massachusetts School Systems with Comprehensive Teacher Contracts." Ed.D. Dissertation, Boston University, 1970.
- Janneck, H.F. "An Analysis and Development of Grievance Procedures for Use in the Public Schools." Ed.D. Dissertation, University of Minnesota, 1969.
- Killingsworth, C.T. "Grievance Adjudication in Public Employment," The Arbitration Journal, 13:3-15, 1958.
- Kleinman, J.H. "The Superintendent and Grievance Procedures." Paper presented to the Annual Meeting of the American Association of School Administrators, February 17-21, 1968, Atlantic City, New Jersey.
- Krislov, J. and R. Peters. "Grievance Arbitration in State and Local Government," Arbitration Journal, 25:196-205, Summer, 1970.

- Krislov, J. and R.M. Peters. "The Arbitration of Grievances in Educational Units in the Late 1960's," Labor Law Journal, 23:25-31, January, 1972.
- Kuhn, J.W. Bargaining in Grievance Settlement. New York: Columbia University Press, 1961.
- Law, K.L. "Real Heart of a Negotiated Agreement," Today's Education, 59:36-38, February, 1970.
- Lieberman, M. "Group Grievances: If Used With Caution, Can Save Time and Money," School Management, 15:9, December, 1971.
- Lieberman, M. "Will Tenure Decisions Be Subject to Grievance Procedures?" School Management, 15:8-9, September, 1971.
- McConnell, G.R. "Conditions Affecting the Processing of Teacher Grievances in Selected California Public School Systems." Ed.D. Dissertation, University of California at Berkeley, 1968.
- National Education Association. Grievance Administration. Enforcing Teachers' Contract Rights. Washington, 1971.
- National Education Association. Grievance Procedures for Teachers in Negotiation Agreements. Washington, 1969.
- Neal, R.G. Grievance Procedures and Grievance Arbitration in Public Education. Washington: Educational Service Bureau, Inc., 1971.
- New York (State) Public Employment Relations Board. Report on Grievance Procedures in Public Employee Organization - School District Contracts in the Mid-Hudson Region, New York State, April, 1970. Albany, 1970.
- New York (State) Public Employment Relations Board. Report on Grievance Procedures in Public Employee Organizations - School District Contracts in Nassau and Suffolk Counties, New York State, March 1970. Albany, 1970.
- Pendleton, E.C. "Collective Bargaining in the Public Sector: Grievance Systems," Industrial Relations Center Reports, University of Hawaii, March-April, 1971.
- Ream, M. and D.P. Walker. Formal Grievance Procedures for Public School Teachers, 1965-66. Washington, D.C.: National Education Association, Inc., 1967.
- Reynard, C.A. "Drafting of Grievance and Arbitration Articles of Collective Bargaining Agreements," Vanderbilt Law Review, 10:749-760, June, 1957.
- Robbing, I. "Guidelines for Grievances," Nation's Schools, 85:89-90, April, 1970.

- Roberts, B. "Expediting and Improving Grievance Arbitration Procedures," New York University Institute of Labor Relations, Proceedings of Nineteenth Annual Conference, New York, 1967.
- Rock, E. "Role of the Neutral in Grievance Arbitration," National Academy of Arbitrators, Proceedings of Twentieth Annual Meeting, San Francisco, 1967.
- Rock, E. "Role of the Neutral in Grievance Arbitration in Public Employment," The Arbitrator, the NLRB and the Courts Proceedings of the 20th Annual Meeting National Academy of Arbitrators, Washington, D.C.: Bureau of National Affairs, Inc., 1967.
- Schmertz, E. "Grievance Arbitration in the Public Sector," Proceedings of New York University Twenty-Third Annual Conference on Labor, New York: Matthew Bender, 385-401, 1971.
- Schmertz, E.J. "Grievance Arbitration in the Public Service," New York Institute of Labor Relations, Proceedings of Twenty-Third Annual Conference, New York, 1971.
- Staudohar, P.D. "Public Employee Grievance and Arbitration: Some Unresolved Issues," Public Personnel Review, 33:56-61, January, 1972.
- Van Delinger, R. and R.H. St. Germain. "A Model Four-State Grievance Procedure," Today's Education, 59:38-40, February, 1970.
- White, D.M., Jr. "Grievance Procedure Criteria for Certificated Personnel." Ed.D. Dissertation, University of Southern California, 1971.
- Wolf, B.N. "Grievance Procedures for School Employees," Employer-Employee Relations in the Public Schools, Ithaca: New York State School of Industrial and Labor Relations, 1967.

VI. Legal Issues in Collective Bargaining

- Ackerly, R.L. and W.S. Johnson. Critical Issues in Negotiations Legislation. Washington: National Association of Secondary School Principals, 1969.
- American Federation of Teachers. "Model Bill for Public School Teachers," Laws and Proposals Affecting Public School Negotiations, Washington, D.C.: Educational Service Bureau, Inc., 1:30-36, 1970.
- Atalski, M.C. "The Status of Anti-Strike Laws in Public Education." Ed.D. Dissertation, University of Pittsburgh, 1970.
- Ball, L.E. "Collective Negotiations in the Public Sector: A Legal and Attitudinal Study." Ph.D. Dissertation, University of Illinois at Urbana-Champaign, 1972.
- Bernstein, M.C. "Alternatives to the Strike in Public Labor Relations," Harvard Law Review, 85:459-475, December, 1971.
- Blankenburg, R.M. "Does Academic Freedom Apply to Public School Teachers?" Educational Forum, 35:153-156, January, 1971.
- Bowen, D.J. and M.W. Aussieker, Jr. "Teacher Negotiations in a Changing Environment," California Public Employee Relations, Berkeley: Institute of Industrial Relations, University of California, 2-16, 1971.
- Bramlett, T.E. "The Relationship of a State Teacher Negotiations Law to the Role Behavior of Elementary School Principals." Ed.D. Dissertation, Western Michigan University, 1970.
- Chanin, R.H. Negotiation in Public Education: Developing a Legislative Framework, Denver: Educational Commission of the States, 1969.
- Chamin, R.H. "The United States Constitution and Collective Negotiation in the Public Sector," Labor Law Developments 1972. Proceedings of the Eighteenth Annual Institute on Labor Law. The Southwestern Legal Foundation, New York: Bender, 205-248, 1972.
- Collins, M.A.T. "An Analysis of Employer-Employee Relations Reported in Selected New Jersey School Districts: Impact of Public Law 303 on Collective Negotiations for Teachers." Ed.D. Dissertation, Rutgers University, The State University of New Jersey, 1970.
- Coman, C.H. "A Teacher Talks Tough on Tenure," American School Board Journal, 159:31, April, 1972.
- "Constitutional Rights of Public Employees: Progress Toward Protection," North Carolina Law Review, 49:302-320, February, 1971.

- Cox, A. "The Legal Nature of Collective Bargaining Agreements," Michigan Law Review, 57:1-36, November, 1958.
- Crenson, J.M. "The Public Employee's Fair Employment Act and the the Elementary School Principalship in Hassau County, New York." Ed.D. Dissertation, St. John's University, 1971.
- Davis, J.C. "Legal Trends in Teacher Dismissal Procedures," National Association of Secondary School Principals. Bulletin, 55:49-55, December, 1971.
- Drotning, J.E. and D.B. Lipsky. "The Outcome of Impasse Procedures in New York Schools Under the Taylor Law," Arbitration Journal, 26:87-102, 1971.
- DuPont, R.P. and R.D. Tobin. "Teacher Negotiations into the Seventies," William and Mary Law Review, 12:711-749, Summer, 1971.
- Edwards, H.T. "Developing Labor Relations Law in the Public Sector," Duquesne Law Review, 10:357-382, Spring, 1972.
- Educational Service Bureau, Inc. Laws and Proposals Affecting Public School Negotiations. Volume I: Guides and Proposals for Legislation; Volume II: State Bargaining Laws Covering School Employees, Washington, D.C., 1970.
- Fischbach, C.P. "Grievance Arbitration in Public Employee Disciplinary Cases," Labor Law Journal, 22:780-787, December, 1971.
- Fletcher, J.L. "The Judicial and Legislative History of Public School Employee Collective Bargaining in Illinois: 1921-1971." Ph.D. Dissertation, Northwestern University, 1971.
- Flower, A.H. "An Analysis of Appellate and Selected Lower Court Litigation Affecting Boards of Education and Teachers' Organizations." Ed.D. Dissertation, University of Pittsburgh, 1970.
- Fox, M.J., Jr. and J.F. Reed. "The Law and Teacher's Unions," Journal of Collective Negotiations in the Public Sector, 1:269-279, August, 1972.
- Freedman, H.C. and I.C. Evers. "The Legal Rights of Untenured Teachers," NOLPE School Law Journal, 1:93-112, February, 1970.
- Garber, L.O. "Tenure Laws Not Invalidated by New Labor Legislation; Taylor Law," Nation's Schools, 85:64, 66, June, 1970.
- Garber, L.O. and E.E. Reutter, Jr. "Teachers and Other Employees," Yearbook of School Law, Danville: Interstate Printers & Publishers, 205-269, 1970.
- Gardner, J.C. "A Short Course on Labor Law and Union Negotiations," American School and University, 48:4, 8, April, 1971.

- Gipson, J.A. "An Analysis of Existing State Professional Negotiation Statutes with a Proposal for a Model Law." Ed.D. Dissertation, University of Arkansas, 1970.
- Gotbaum, Victor. "Finality in Collective Bargaining Disputes: The New York Experience," Catholic University Law Review, 21:589-595, Spring, 1972.
- Grinstead, K. "The Michigan Employment Relations Commission and Public Education," NOLPE School Law Journal, 1:38-64, February, 1970.
- Gromfine, I.J. "Union Security Clauses in Public Employment," Proceedings of New York University Twenty-Second Annual Conference on Labor, New York: Matthew Bender, 285-314, 1970.
- Gross, E. Public School Law and Collective Negotiations: Problems in Interpretation. Rutgers: Institute of Management and Labor Relations. University Extension Division, Rutgers University, The State University of New Jersey, 1972.
- Hartl, D.C. "An Analysis of the Opinions of Washington State School Board Chairmen and Superintendent in States with Professional Negotiations Laws." Ed.D. Dissertation, Washington State University, 1971.
- Helsby, R.D. "Impact of the Taylor Law on Public Schools, 1968-1970," Journal of Collective Negotiations in the Public Sector, 1:3-20, February, 1972.
- Hogue, P.E. "Teacher Negotiation Legislation as Perceived by Certain Educational Leaders in Each State Having Teacher Negotiation Legislation." Ph.D. Dissertation, University of Northern Colorado, 1971.
- Jaffe, P.S. "Courts Look at the Rights of Nontenured Teachers," Journal of Collective Negotiations in the Public Sector, 1:41-49, February, 1972.
- Johnson, D.A. "The Determination of the Legal Implications of a Model Negotiations Agreement." Ph.D. Dissertation, University of Utah, 1971.
- Karr, R. "Labor Law -- Strikes by Public Employees -- The Invalidity of the Prohibition," De Paul Law Review, 19:377-393, Winter, 1969.
- Klein, P.E. and J. Axelrod. "The Taylor Law and Public Schools: A Look at the Areas of Representation and Improper Practices," Labor Law Journal, 21:420-433, July, 1970.
- Knowles, L.W. "School Law: Nontenured Have Right to Reasons for Termination," Nation's Schools, 88:96, October, 1971.
- Kope, L.A. "A Statutory Model for Professional Negotiations in the State of Arizona." Ed.D. Dissertation, Arizona State University, 1971.

- "Labor Law -- State Anti-Injunction Statute Not Applicable to Disputes Concerning Public Employees," Vanderbilt Law Review, 23:452-458, March, 1970.
- La Fleur, L.W. "The Current Legal Status and Trends of Collective Bargaining Between Public School Teachers and School Boards in the United States." Ed.D. Dissertation, University of Illinois at Urbana - Champaign, 1971.
- Leslie, D.W. "NLRB Rulings on the Department Chairmanship," Educational Record, 53:313-320, Fall, 1972.
- Lieberman, M. "Seniority in Collective Negotiations," School Management, 14:8-9, December, 1970.
- Lieberman, M. The Impact of the Taylor Act Upon the Governance and Administration of Elementary and Secondary Education. New York: City University of New York, 1971.
- McAvoy, J.Z. "Binding Arbitration of Contract Terms: A New Approach to the Resolution of Disputes in the Public Sector," Columbia Law Review, 72:1192-1213, November, 1972.
- McBrearty, J.C. Recommendations and Suggested Legislative Frame Work for Public Employment Relations in Arizona. Tucson: Bureau of Business and Economic Research, College of Business and Public Administration, University of Arizona, 1970.
- McFarlin, R.H. "Major Legal Aspects of Strikes by Teachers as Public Employees in the United States of America." Ph.D. Dissertation, Kent State University, 1970.
- McKelvey, J.T. "The Role of State Agencies in Public Employee Labor Relations," Industrial and Labor Relations Review, 20:179-197, January, 1967.
- National Education Association. "Professional Negotiations Act for Public Education," Governmental Employee Relations Report, 51:221-231, 1970.
- National Education Association of the United States. Research Division. Teacher Tenure and Contracts, Washington, 1971.
- National Education Association of the United States. Research Division. The Teacher's Day in Court: Review of 1971, Washington, 1972.
- Nelson, F.B., D.D. Darland and J.P. West. Negotiating for Professionalization, Washington: National Commission on Teacher Education and Professional Standards, National Education Association, 1970.

- New York (State) University. Office of School District Employer-Employee Relations. A Study of Collective Negotiation Impasses: New York's Taylor Law. Albany, 1969.
- Nolte, C.M. Guide to School Law. New York: Parker Publishing Company, Inc., 1969.
- Nolte, C., (ed.) Labor Law and Education: Report of the Work Conference on Collective Bargaining. Denver: University of Denver, 1965.
- Nolte, M. Chester. "Those Ugly Lawsuits and Why More Teachers Are Using Them to Collect from Boardmen," American School Board Journal, 158:34-37, December, 1970.
- Pendleton, E.C. and J.M. Najita. Hawaii Act 171: Framework for Change. Honolulu: Industrial Relations Center. University of Hawaii, 1972.
- Pendleton, E.C. and J.M. Najita. Hawaii Act 171: Framework for Change. Honolulu: Industrial Relations Center. University of Hawaii, 1972.
- Perazzo, G.J. "The Legal Aspects of Collective Negotiations for Teachers in Selected States, 1970." Ed.D. Dissertation, Brigham Young University, 1972.
- Peters, W.C. "A Comparative Analysis of Selected Nebraska Labor Statutes Pertinent to Public and Private Employers and Employees." Ph.D. Dissertation, University of Nebraska, 1970.
- "Proposed Amendments to Constitution and By Laws of Missouri State Teachers Association," School and Community, 59:33, 17, October, 1972.
- "Public Employee Relations Act and Pennsylvania Teachers: A Legal Analysis in Light of the January, 1971 Pittsburgh Dispute," Duquesne Law Review, 10:77-91, Fall, 1971.
- "Public Employees - The Right to Organize, Bargain, and Strikes," Catholic University Law Review, 19:361-372, Spring, 1970.
- Rains, H.H. "Dispute Settlement in the Public Sector," Buffalo Law Review, 19-279-287, Winter, 1970.
- Reutter, E.E., Jr. and R.R. Hamilton. The Law of Public Education, Mineola, N.Y.: Foundation Press, Inc., 1970.
- Ross, T.C. "Impasse Resolution Systems: Legal Basis and Applicability in Negotiating with Teacher Organizations in California." Ed.D. Dissertation, University of Southern California, 1971.
- Sabghir, I.H. The Scope of Collective Bargaining in the Public Sector. Chicago: Public Personnel Association, Public Employee Relations Library, No. 33, 1971.

- Seitz, R.C. "School Law: Trends and Trials. Teacher Negotiations: The Legal Issues," Nation's Schools, 87:49-51, February, 1971.
- Shannon, T.A. Significant Legislation Trends in Negotiations: Federal Law - State Law - No Law Situations. Annual Conference of the Association of School Business Officials of the United States and Canada, Phoenix, 1969.
- Shillet, J.D. "An Analysis of Judicial Decisions and Statutory Enactments Pertaining to Collective Negotiations in the Public School." Ed.D. Dissertation, Oklahoma State University, 1971.
- Staudohar, P.D. "Voluntary Binding Arbitration in Public Employment," Arbitration Journal, 25:30-39, No. 1, 1970.
- Stevens, C.M. "The Management of Labor Disputes in the Public Sector," Oregon Law Review, 51:191-201, No. 1, 1971.
- "Survey of Teacher/School Board Collective Negotiations Legislation," Compact, 6:24-33, June, 1972.
- Teele, J.W. "Characteristics of Public Employment Arbitration under A Massachusetts Law," Arbitration Journal, 24:239-248, No. 4, 1969.
- "The Teacher and the First Amendment," NEA Research Bulletin, 48:86-89, October, 1970.
- Trafford, J.E. "What Are the Labor Relations Responsibilities of the Governing Body?" New Jersey Municipalities, 46:12-14, October, 1969.
- Turner, S.E. "The Legal Status of Professional Negotiations in the 50 States." Ed.D. Dissertation, Indiana University, 1970.
- "U.S. Supreme Court Supports Teachers' Due Process Rights," Today's Education, 61:37-39, September, 1972.
- Van Asselt, K.A. "Binding Arbitration: A Recent Experience," Public Personnel Review, 32:138-142, July, 1971.
- Walden, J.C. "New Legal Rights for the Nontenured Teacher," National Elementary Principal, 51:103-105, January, 1972.
- Ward, D. "Union Security in Teacher Contracts," Labor Law Journal, 22:157-172, March, 1971.
- Webb, H.V. "The Case for Keeping the Federal Government Out of Board-Teacher Negotiations," American School Board Journal, 159:17-20, July, 1972.
- Weymann, C.F. "Civil Rights and the Public Employee; An Analysis of Legal Protections Available to Public Employees Dismissed or Facing Dismissal." Ph.D. Dissertation, University of Southern California, 1970.

Wing, D.R.W. Survey of Teacher/School Board Collective Negotiations Legislation. Denver: Education Commission of the States, 1971.

Wollett, D.H., and R.H. Ghannin. The Law and Practice of Teacher Negotiations. Washington, D.C.: Bureau of National Affairs, Inc., 1970.

VII. SPECIAL ISSUES

a. Roles of Administration, Teachers, and School Board Members

Adams, Raymond S. "Superintendent's Perception of Negotiations; A Replication." Ed.D. Dissertation, University of Northern Colorado, 1971.

Alexander, Elliott. "Men in the Middle Seek Greater Voice. An Interview." National Elementary Principal: 51: 48-53, October, 1971.

Ambellan, Fred. "What Is A School Board's Function?" Journal of Collective Negotiations in the Public Sector: 1: 51-58, February, 1972.

American Association of School Administrators. Chief Negotiator for the Administrator-Board Team. Washington: American Association of School Administrators, Research Division. 1970.

Anderson, Lester W. "Management Team versus Collective Bargaining for Principals." National Association of Secondary School Principals Bulletin: 54: 169-176, May, 1970.

Austin, David C. "A Study of the Attitudes of Texas Public High School Principals Toward the Principal's Role in Collective Negotiation." Ed.D. Dissertation, University of Oklahoma, 1970.

Barber, William R. "A Study of the Anticipated Effect on the Function of the Elementary Principal Accompanying Collective Negotiations in the Kansas City, Missouri, Public Schools." Ed.D. Dissertation, University of Missouri at Columbia, 1970.

Blakesley, Lance H. "The Relationship between School District Socio-Economic Status, the Distribution of Decision-Making Authority between Administrators and Teachers, and Collective Teacher Militancy." Ph.D. Dissertation, Northwestern University, 1971.

Bramlett, Troy E. "The Relationship of a State Teacher Negotiations Law to the Role Behavior of Elementary School Principals." Ed.D. Dissertation, Western Michigan University, 1970.

Brandstetter, John W. "An Investigation of the Effect of Professional Negotiations on Management Functions of the Secondary School Principal." Ed.D. Dissertation, University of Houston, 1970.

Buhrmaster, Kenneth E. and Ellwood Erickson. "Association and the School Board." Today's Education: 60: 48-50, May, 1971.

Burke, Vincent. Teachers in Turmoil. Harmondsworth: Penguin Books, 1971.

- Caldwell, William E. "The Superintendent's Negotiation Role." Journal of Educational Research: 64: 73-71, October, 1970.
- Chasteen, Fletcher O. "The Effect of Professional Negotiations on the Leadership Activities of Elementary Principals in the St. Louis Suburban Elementary Principals' Association." Ph.D. Dissertation, Southern Illinois University, 1972.
- Cloninger, Carroll A. "Differential Perceptions of School Board Chairmen, Superintendents, Principals, and Classroom Teachers Concerning Selected Aspects of Collective Negotiations." Ed.D. Dissertation, University of Virginia, 1971.
- Cosentino, Bruno J. "The Elementary Principals in New York State as Affected by the Passage of Chapter 392, Public Employees' Fair Employment Act." Ed.D. Dissertation, Rutgers University, The State University of New Jersey, 1971.
- Coyne, Richard J. "Priority Values Held by Teachers, Administrators, and School Board Members on Items Frequently Considered by Negotiating Councils--San Diego Unified School District." Ph.D. Dissertation, United States International University, 1970.
- Crenson, John M. "The Public Employee's Fair Employment Act and the Elementary School Principals in Nassau County, New York." Ed.D. Dissertation, St. John's University, 1971.
- Day, Robert C. "Perceptions of the Utah Elementary School Principal's Role in Selected Areas of School Administration and Collective Negotiations." Ed.D. Dissertation, Utah State University, 1970.
- Davis, Paul W. "A Comparative Analysis of Factual Relationships and Leadership Behavior of Chief Negotiators in Education." Ph.D. Dissertation, University of Michigan, 1970.
- Doyle, Walter. "The Supervisor's Role in Negotiation: A Critique." Educational Leadership, 27: 475-479, February, 1970.
- Eastman, Robert L. "The Emerging Position of Chief Negotiator in the Public School Superintendency." Ed.D. Dissertation, Ball State University, 1971.
- Edwards, Clifford H. and Keith R. Burnett. "The Principal's Role in Negotiations." Contemporary Education: 41: 311-313, May, 1970.
- Eiche, Milo L. "A Study of the Effects of Collective Negotiations Upon the Functional Role of Selected Secondary School Principals." Ed.D. Dissertation, Indian University, 1971.
- Erickson, Kai L. "Will the Board's Negotiator Emerge as a New School District Boss?" Updating School Board Policies: Vol. 1, (No. 8, 1970), pp. 1-3. 1: 1-3, No. 8, 1970.

- Gesinsky, William J. "The Effects of Tactics, Strategies, and Roles on Bargaining Outcomes." Ed.D. Dissertation, University of Akron, 1971.
- Gray, Stephen E. "Negotiation Role of the Director of Metropolitan Nashville-Davidson County Schools." Ph.D. Dissertation, George Peabody College for Teachers, 1971.
- Giulii, Oswald J. "A Study of Selected Effects of Collective Negotiations with Teacher Organizations on the Decision-Making Role of the Elementary Principal." Ed.D. Dissertation, Temple University, 1972.
- Hatch, Terrance E. Effective Participation of the Principal in Collective Negotiations. Salt Lake City. Utah Association of Secondary School Principals, 1969.
- Holland, William R. "The Relationship of Principal Leader Behavior and Certain Selected Variables to Teacher Grievances in Intermediate Schools in Massachusetts School Systems with Comprehensive Teacher Contracts." Ed.D. Dissertation, Boston University School of Education, 1970.
- Hopper, Raymond. "The Role of the Principal in Professional Negotiations as Perceived by Superintendents and Principals in Selected City School Districts in Ohio." Ed.D. Dissertation, Miami University, 1970.
- Hutchison, William I. "The Principal's Role During a Strike." National Association of Secondary School Principals Bulletin, 55: 174-184, May, 1971.
- Ingils, C. R. "Administrators and the Negotiated Contract." Clearing House, 47: 67-70, October, 1972.
- Johnson, Le Roy E. "The Role of the Principal in Collective Negotiations as Perceived by Iowa Educators and Board Members." Ph.D. Dissertation, Iowa State University, 1972.
- Kawatra, Ved. S. "Teacher Role Orientation, Organizational Structure and Their Relationship to Organized Collective Action." Ph.D. Dissertation, New York University, 1971.
- King, Francis D. "Study and Analysis of the Elementary School Principal's Perception of His Role in Professional Negotiations." Ed.D. Dissertation, West Virginia University, 1972.
- Kopp, Byron E. "Role Expectations of Minnesota Educators and School Board Members for the Elementary School Principal in Professional Negotiations." Ph.D. Dissertation, University of Minnesota, 1972.
- Kramer, Edward D. "Grievance Procedures: The Principal's Role Where There Is A Negotiated Contract." National Association of Secondary Principals Bulletin, 55: 159-167, May, 1971.

- Kramer, Louis I. Principals and Grievance Procedures. Washington: National Association of Secondary School Principals, 1969.
- Larson, Reed. "Are You Making It Hard for Your Teachers NOT to Join A Union?" American School Board Journal, 159: 59-61, March, 1972.
- Lefevor, Paul H. "The Secondary School Principal's Role in Professional Negotiations as Perceived by Representatives of Utah's Educational Enterprise." Ed.D. Dissertation, Utah State University, 1970.
- Lieberman, Myron. "Negotiating with Middle Management." School Management, Vol. 14, (June 1970), pp. 10-11. 14: 10-11, June, 1970.
- Mallas, Kennetn M. "A Study of the Influence of Legislation on the Role of School Superintendents in Collective Negotiation Between Teachers and Boards of Education of Selected Schools in Iowa, Minnesota and Nebraska." Ph.D. Dissertation, Iowa State University, 1972.
- Matthews, Charles C. "The Role of the Elementary Principal in Collective Negotiations in Illinois." Ed.D. Dissertation, University of Illinois at Urbana--Champaign, 1971.
- McCarroll, Walter J. "The Effects of the Occupational Role Conception of Teachers' Negotiating Committees Upon the Negotiations' Process." Ed.D. Dissertation, New York University, 1970.
- McDonald, Rudy L. "An Analysis of the Role of the Superintendent of Schools in Professional Negotiations in Texas Schools." Ed.D. Dissertation, University of Houston, 1970.
- Minney, Ronzel D. "An Analysis of the Functions of Public School Principals in Collective Negotiation Procedures." Ph.D. Dissertation, Ohio University, 1970.
- Nielson, Ray L. "Role Expectations for Principals in Administration and in Collective Negotiations as Perceived by Representatives of Selected Urban School Areas." Ed.D. Dissertation, Utah State University, 1971.
- Nunley, Charles E. "The Role Perception of the Public School Building Principal in Teacher Negotiation in Ohio." Ed.D. Dissertation, University of Akron, 1970.
- Nunley, Charles E. "The Role Perception of the Public School Building Principal in Teacher Negotiation in Ohio." Ed.D. Dissertation, University of Akron, 1970.
- O'Neil, Roy J. "School Management Perceptions of Success of Negotiations as a Function of Costs in Selected Illinois School Districts, 1968-69." Ed.D. Dissertation, Northern Illinois University, 1970.

- Osinoff, Raymond, "Teachers' Professional-Orientation and Their Attitude Toward Militant Teachers' Organizations." Ed.D. Dissertation, New York University, 1971.
- Parker, Gordon A. "A Study of the Role of Principals in Negotiations Between Teachers and School Board of the Anchorage Borough School District as Perceived by Selected Teachers, Principals, the Central Administration, and Board Members." Ed.D. Dissertation, University of Alabama, 1970.
- Perleth, Blayne D. "The Role of the Teachers' Chief Negotiator in Public Education." Ed.D. Dissertation, University of Northern Colorado, 1971.
- Potts, Vernon R. "A Study of the Relationship of Professional Negotiations to the Administrative Tasks Performed by High School Principals in Michigan." Ph.D. Dissertation, Michigan State University, 1970.
- Redfern, George B. School Management: Administrator Union or Management Team. Paper presented at the American Association of School Administrators Annual Convention, 1972.
- Shannon, Thomas A. "The Principal's Management Role in Collective Negotiations, Grievances and Strikes." Journal of Secondary Education, 45: 51-56, February, 1970.
- Shearin, Forrest G., Jr. "Effect of the Collective Negotiations Movement in Public Education upon Public-School-Personnel Administration." Ed.D. Dissertation, American University, 1970.
- Skaggs, Willie D. "The Effect of Collective Negotiation on the Activities of Central Office Administrators for Instruction in the State of Illinois, Excluding the City of Chicago." Ph.D. Dissertation, Southern Illinois University, 1971.
- Smith, John B., Jr. "Teacher Participation in Policy Making and/or Professional Negotiation as Perceived by the Superintendents in the Municipal Separate School Districts of Mississippi." Ed.D. Dissertation, University of Mississippi, 1971.
- Templeton, Ian. Principal's Role in Collective Negotiation. Eugene: ERIC Clearing House on Educational Management, University of Oregon, 1972.
- Thomas, M. Donald. "How You and Your Board Should Bargain; the Superintendent's Contract." Nation's Schools, 87: 65-67, May, 1971.
- Urbanek, William F. "The Professional Negotiations Role Expectations of Principals and IEA Building Representatives in IEA Affiliated School Districts." Ed.D. Dissertation, Northern Illinois University, 1972.

- Urich, Ted R. The Role of the School Principal in Collective Negotiations. Final Report. Lafayette: Purdue University, 1970.
- Vasbinder, Roswell F. "Elementary School Principal's Belief Systems and Their Choice of Roles in Negotiations." Ed.D. Dissertation, University of Rochester, 1971.
- Waier, Raymond D. "The Role of School Superintendents in the Negotiation Process." Ph.D. Dissertation, University of Wisconsin, 1970.
- Walker, Donald K. "Perceptions of Principals in St. Louis County, Missouri Regarding Their Role in Professional Negotiations." Ph.D. Dissertation, St. Louis University, 1971.
- Weber, Robert. "The Role of the Superintendent in Terms of the Decision Making on Selected Issues in the Negotiation Process." Ph.D. Dissertation, University of Wisconsin, 1972.
- Wheeler, Daniel B. "The Design of an Instrument to Distinguish Among Perceptions of the Role of the School Principal in Professional Negotiations." Ed.D. Dissertation, Auburn University, 1971.
- Williams, Harry J., Jr. "A Comparison of the Involvement of Elementary School Principals in Four States with Legislatively Defined Roles for Principals in Negotiations with the Involvement of Principals in Ohio where Involvement of Elementary School Principals is Not Yet Legislated." Ph.D. Dissertation, Ohio State University, 1971.
- Wilklow, Leighton and Henry Versnick. "A Management Team Approach to Negotiations." Clearing House, 47: 8-11, September, 1972.
- Worl, George W. "Elementary School Principals and Professional Negotiation: A Semantic Differential Approach." Ed.D. Dissertation, Ball State University, 1971.
- b. Case Studies
- American Association of School Administrators. Critical Incidents in Negotiation, Washington: 1971.
- Bogen, Robert W. "Organizational Change: Emergence of the Urban Movement within the National Education Association." Ed.D. Dissertation, George Peabody College for Teachers, 1970.
- Bowes, Edward L. "The Development and Utilization of A Classification System for Describing the Status of Teacher Group--School Board Negotiations in Indiana." Ed.D. Dissertation, Indiana University, 1971.

- Braun, Robert J. Teachers and Power: The Story of the American Federation of Teachers, New York: Simon and Schuster, 1972.
- Bright, William E., II. "The Relationship of Selected Factors in Teacher Negotiated Contracts to Certain Characteristics of Public School Districts in Southeast Michigan." Ed.D. Dissertation, Wayne State University, 1971.
- Carroll, De Los L., Jr. "The Formation of the Duval Teachers Association." Ed.D. Dissertation, University of Florida, 1969.
- Carroll, N. R., and W. C. Hall, Jr. "Incidence of Collective Bargaining Amongst Public School Teachers in Suburban Cook County, Illinois," Personnel Administration and Public Personnel Review, 1: 23-27, November, 1972.
- Clancy, Lynn R., Jr. "The History of the American Federation of Teachers in Los Angeles: 1919-1969." Ph.D. Dissertation, University of California at Los Angeles, 1971.
- Cole, Stephen. The Unionization of Teachers; a Case Study of the UFT, New York: Praeger, 1969.
- Craft, James A. Professionalism, Unionism, and Collective Negotiation: Teacher Negotiations Experience in California, Lafayette: Krannert Graduate School of Industrial Administration, Purdue University, 1970.
- Doherty, Robert E. and Milton Schwebel. The Impact of Collective Negotiations on Policy Making in New Jersey Schools. Papers presented at a conference, New Brunswick: Institute of Management and Labor Relations, University Extension Division, Rutgers University, 1972.
- Drotning, John E., and Lipsky, David B. "The Outcome of Impasse Procedures in New York Schools Under the Taylor Law." The Arbitration Journal 26:2 (1971) 87-102.
- Eaton, William E. "The Social and Educational Position of the American Federation of Teachers, 1929-1941." Ph.D. Dissertation, Washington University, 1971.
- Fleischman, William E. "A Case Study of Collective Bargaining for Public School Teachers in Detroit, Michigan." Ph.D. Dissertation, University of Michigan, 1971.
- Giuntoli, Rex D. Effects of Teacher Organization Membership on School Expenditures and Policies in Illinois, Normal: Illinois State University, 1971.
- Gregg, Perry K. "A Case Study of the Public School Collective Negotiations Process Designed for the Use of Administrators-In-Training." Ed.D. Dissertation, Michigan State University, 1969.

- Helburn, I. B. "Professional Consultations for Texas Teachers." Texas Business Review, 46: 57-60, March, 1972.
- Helburn, I. B. "The American Federation of Teachers in Texas: Case Study of a Hostile Environment." Journal of Collective Negotiations in the Public Sector, 1: 203-218, August, 1972.
- Heldman, Lawrence J. and Charles T. Reimer. A Study of Contractual Arrangements Between Professional and Service Organizations and Local Boards of Education in Catskill Area Schools for the Year 1969-70, Oneonta: Catskill Area School Study Council, 1969.
- Hoffinger, Murray. "A Study of the Institutionalization of Opposition as One Factor of Oligarchical Inhibition in a Private Voluntary Organization: The United Federation of Teachers." Ph.D. Dissertation, New York University, 1969.
- Kelley, Darrell M. "Political Strategies of Professional Education Associations." Ph.D. Dissertation, University of Utah, 1970.
- Lee, Isabella J. W. "A History of the Labor Union Movement Among New York City Public School Teachers." Ph.D. Dissertation, New York University, 1971.
- Newbaker, Lloyd J., Jr. "A Study of Education Professional Negotiations in Pennsylvania." Ed.D. Dissertation, Lehigh University, 1970.
- Orlando, Rocco. "A Study of Negotiations Between Teachers and Boards of Education in Connecticut." Ph.D. Dissertation, University of Connecticut, 1969.
- O'Shaughnessy, Thomas. "Collective Negotiations for Department Chairmen in New York State, 1967-68." Ph.D. Dissertation, St. John's University.
- Pellathy, Gabriel S. "The National Education Association: A Political System in Change." Ph.D. Dissertation, New York University, 1971.
- Pendleton, Edwin C. Educators Unionize: The Hawaii Scene, Honolulu: Industrial Relations Center University of Hawaii, 1972.
- Poore, Virgil R. "A Study of Professional Negotiations in Nebraska Schools." Ed.D. Dissertation, University of Nebraska, 1969.
- Pritchard, Aubrey H. "An Analysis of Professional Negotiations in Selected Texas Public School Districts, 1967-72." Ed.D. Dissertation, University of Houston, 1972.
- Proescholdt, Paul W. "The Preparation Process for Collective Negotiations by Boards of Education in the Twin Cities Metropolitan Area." Ed.D. Dissertation, University of Minnesota, 1969.
- Roberts, Ronald D. "Guidelines for Board of Education Negotiations with Teachers." Ed.D. Dissertation, Brigham Young University, 1971.

- Salz, Arthur E. "The Growth of Teacher Unionism in New York City, 1945-1962." Ed.D. Dissertation, Columbia University, 1968.
- Sheridan, James J. "Negotiations in Riverside County Unified School Districts, 1965-1968." Ed.D. Dissertation, University of Southern California, 1970.
- Smith, Allen W. "Collective Negotiations in the Public Schools: Indiana, A Case Study." Ph.D. Dissertation, Indiana University, 1970.
- Smith, Allen W. Indiana Public Schools: Unionism and Collective Negotiations, Bloomington: School of Business, Division of Research, Indiana University, 1971.
- Starr, Robert O. "A Study of Administrator Negotiations in Selected School Districts in Western New York State." Ed.D. Dissertation, State University of New York at Buffalo, 1971.
- Steele, Marilyn H. "Has Collective Bargaining Contributed to Instructional Improvement in Michigan Schools?" Ph.D. Dissertation, Michigan State University, 1969.
- VanNess, Ross H. "The Role of Collective Negotiations in the Accreditation of High Schools by the North Central Association of Colleges and Secondary Schools." Ed.D. Dissertation, University of Michigan, 1970.
- Vantine, Alfred W. "A Case Study of Negotiations in a Conflictual Environment." Ed.D. Dissertation, State University of New York at Buffalo, 1970.
- Woodburn, Dale B. "The Development of Professional Negotiations for Public School Educators in the State of Maryland." Ed.D. Dissertation, George Washington University, 1971.

c. Strikes

- Alderfer, Harold F. "The 1971 Pennsylvania Public School Strikes." Labor Law Journal, 23:41-50, January, 1972.
- Almy, Timothy A. and Harlan Hahn. "Perception of Educational Conflict: and Teacher Strike Controversy in Detroit." Education and Urban Society, 3:440-552, August, 1971.
- American Federation of Teachers. Research Department. Teachers Strikes and Elections; A Statistical Survey of Work Stoppages and Representation Elections Among Classroom Teachers Affiliated with the AFT, Washington: Research Department, American Federation of Teachers, 1969.

- Anderson, Arvid. "Strikes and Impasse Resolution in Public Employment." Michigan Law Review, 64: 943-970, March, 1969.
- Barbara, Fred. "Newark Teachers' Strike." Urban Review, 5: 3-10, January, 1972.
- Bartel, Virginia. "When Teachers Strike: Los Angeles Public Schools." Parents' Magazine & Better Family Living, 46: 68-70, 93, March, 1971.
- Bers, Melvin K. "The Right to Strike in the Public Sector--A Comment." Labor Law Journal, 21: 482-484, August, 1970.
- Black, John C. "Confrontation in Education" A Study of Teacher-School Board Conflict in Pittsburgh." Ph.D. Dissertation, University of Pittsburgh, 1971.
- Bowen, David J. "A Report on the Los Angeles Teachers' Strike, April 13--May 13, 1970." California Public Employee Relations, Berkley: Institute of Industrial Relations, University of California, 1970.
- Brown, G. J. "Focus on Issues: Should Teachers Be Permitted to Strike?" Contemporary Education, 44: 239-242, February, 1973.
- Burton, John F., Jr. "Can Public Employees Be Given the Right to Strike?" Labor Law Journal, 21: 472-478, August, 1970.
- Burton, John, F., Jr. and Charles Krider. "The Role and Consequences of Strikes by Public Employees." Yale Law Journal, 79: 418-440, January, 1970.
- Carter, Barbara. Pickets, Parents and Power: The Story Behind the New York City Teachers' Strike, New York: Citation Press, 1971.
- Chaffee, Leonard M. and Robert D. Alley. "Strike One! Yer' Out! A Short Count for the Student Teacher in a School Strike." Clearing House, 45: 503-506, April, 1971.
- Chaney, John S. "Teacher Strikes and Work Stoppages in Public Elementary and Secondary School Systems of Over 10,000 Enrollment, 1966-1968." Ph.D. Dissertation, University of Texas at Austin, 1971.
- Cosgrove, Richard M. and Armand A. Korzenik. "Techniques: Coping with Teacher Strikes." The Municipal Attorney, 12: 22-28, February, 1971.
- Foegen, J. H. "The Partial Strike: A Solution in Public Employment?" Public Personnel Review, 30: 83-87, April, 1969.
- Galleher, Dorothy. "Teacher Who Chose to Go to Jail; Newark Strike." Redbook, 136: 58-59, 160-164, January, 1971.
- Halligan, Patrick D. "Enjoining Public Employees' Strikes: Dealing with Recalcitrant Defendants." De Paul Law Review, 19: 29-317, Winter, 1969.

- Haynes, Philip D. "A Comparison of Perceived Organizational Characteristics between Selected Stoppage and Non-Work Stoppage School Districts in the State of Michigan." Ed.D. Dissertation, Western Michigan University, 1971.
- Hickey, M. E. "Your Teachers Striking? Here are 11 Reasons for Responding with a Lockout." American School Board Journal, 158: 30-32, January, 1971.
- Horton, Lowell. "Strikes, Sanctions; and the Student Teacher." Contemporary Education, 43: 38-39, October, 1971.
- Howlett, Robert G. "Right to Strike in the Public Sector." Chicago Bar Record, 53: 108-116, December, 1971.
- Jones, Anthony S. "Work Environment, Risk Taking, and the Walk-Out Behavior of Teachers." Ph.D. Dissertation, Florida State University, 1971.
- Kassem, M. Sami and Marcial L. Mutterer. "A Critique of Public Policy Toward Teacher Strikes and Some Alternatives." Public Personnel Review, 32: 82-86, April, 1971.
- Kennedy, Thomas R. "Freedom to Strike is in the Public Interest." Harvard Business Review, 48: 45-59, July-August, 1970.
- Kheel, Theodore W. "How to Prevent Strikes by Public Employees." Proceedings of the 21st Annual Conference on Labor. New York: New York University, (1969).
- Kheel, Theodore W. "Strikes and Public Employment." Michigan Law Review 67: 931-942, March, 1969.
- Kieta, Joseph E. "The Strike and Its Alternative in Public Employment." Public Personnel Review, 30: 226-230, October, 1970.
- Levine, Marvin J. "The Issues in Teacher Strikes." Journal of General Education, 22: 1-18, April, 1970.
- McCoy, Rhody A., Jr. "Analysis of Critical Issues and Incidences in the New York City School Crisis 1967-1970 and Their Implications for Urban Education in the 1970's." Ed.D. Dissertation, University of Massachusetts, 1971.
- Moberly, Robert B. "Causes of Impasse in School Board--Teacher Negotiations." Labor Law Journal, 21: 668-677, October, 1970.
- Murphy, Michael J. "Teacher Strikes: A Social-Psychological Analysis." Ph.D. Dissertation, Claremont Graduate School and University Center, 1971.

- National Education Association of the United States. Research Division. Teacher Strikes, Work Stoppages, and Interruptions of Service, 1969-70, Washington: 1970.
- Neal, Richard D. Avoiding and Controlling Teacher Strikes, Washington: Educational Service Bureau, Inc., 1971.
- "Newark: A Post-Strike Report." American Teacher, 55: 8-9, May, 1971.
- Ornstein, Allan C. "Toward the End of the Teaching Strike." Journal of Secondary Education, 44: 260-264, October, 1969.
- Pherrill, E. T. "Contact Bargaining: Confrontation or Compromise." Education Canada, 11:46-51, December, 1971.
- Sayler, Ruth W. "A Day in the Midst of a Strike." Nation's Schools, 86: 46-48, December, 1970.
- Shuping, Clyde A. "Judicial and Other Interpretations and Certain Other Aspects Relating to Planned Work Interruptions by Public School Employees." Ed.D. Dissertation, Duke University, 1971.
- Stieber, Jack. "A New Approach to Strikes in Public Employment." Challenges to Collective Bargaining. Proceedings of Conference. University of Hawaii: Industrial Relations Center (September 1968).
- "Striking A Balance in Bargaining with Public School Teachers." Iowa Law Review, 56: 598-613, February, 1971.
- Taylor, George W. "Public Employment: Strikes or Procedures?" Industrial and Labor Relations Review, 20: 617-636, July, 1967.
- White, Donald J. "The Right to Strike in the Public Sector--A Discussion." Labor Law Journal, 21: 479-482, August, 1970.
- Young, D. M. and J. D. Brown, Jr. "Two Views on the Right to Strike," Personnel, 44: 34-43, July-August, 1967.
- Zack, Arnold M. "Are Strikes of Public Employees Necessary?" American Bar Association Journal, 53: 808-810, September, 1967.

d. Teacher Militancy

- Barnard, Robert C. "The Changing Role of the Illinois Education Association in Teacher Negotiations During the 1960's." Ed.D. Dissertation, Illinois State University, 1971.
- Beharka, Charles H. "Teacher Organization Militancy: A Function of Teacher Militancy, Teacher Dissatisfaction and Organizational Cohesion." Ed.D. Dissertation, University of California at Los Angeles, 1969.

- Berg, Ivar. "Unionized Educators: Some Comparisons with the Private Sector." Urban Review, 3: 24, 26-31, June, 1969.
- Berner, Robert A. and Phillip L. Evans. "A Descriptive Study of Militant Collective Behavior by Teachers in Selected Strife Senior High Schools." Ed.D. Dissertation, University of Pittsburgh, 1970.
- Burke, Vincent. Teachers in Turmoil. Harmondsworth: Penguin Books, 1971.
- Cochrane, Ladd L. "An Analysis of Professionalism and Its Relationship to Teacher Militancy." Ph.D. Dissertation, Arizona State University, 1972.
- Crimoli, Felix G. "Attitudes of Eleventh Grade Students Toward Union Activities of Teachers and Teacher Behavior." Ed.D. Dissertation, New York University, 1972.
- Donley, Marshall O., Jr. "A Study of the Roots, Causes and Directions of Teacher Militancy in the United States." Ph.D. Dissertation, American University, 1971.
- Donley, Marshall O. Jr. and David Elsil. "Unionization: Two Views." Educational Leadership, 29: 218-224, December, 1971.
- Dull, Roy R. "Teacher Militancy in the Secondary Schools." Ph.D. Dissertation, Claremont Graduate School and University Center, 1971.
- Evans, Geraldine A. and John M. Maas. Job Satisfaction and Teacher Militancy: Some Teacher Attitudes, Danville: Interstate Printers and Publishers, 1969.
- Fairman, Marvin Francis. "A Theoretical Model for Predicting Teacher Militancy in the High School." Ed.D. Dissertation, Oklahoma State University, 1970.
- Fox, William S. "The Occupational Militancy of Public School Teachers." Ph.D. Dissertation, Indiana University, 1971.
- Gans, Thomas G. Teachers' Militancy, The Potential for It, and Perceptions of School Organizational Structure. Paper presented at the Annual Meeting of the American Educational Research Association, 1972.
- Giandomenico, Lawrence L. "Perceived Need--Deficiency and Militancy Among Public School Teachers." Ph.D. Dissertation, Pennsylvania State University, 1971.
- Jessup, Dorothy K. "The New Unionism: A Study of the Growth of Teacher Militancy in Six Suburban School Districts." Ph.D. Dissertation, Columbia University, 1971.

- Moore, William J. "Collective Negotiations and Teachers: A Behavioral Analysis: Comment." Industrial and Labor Relations Review, 24: 249-257, January, 1971.
- Pollard, Reese L. "A Study of the Attitude of Selected Groups Toward the Use of Militant Behavior in Public Education." Ed.D. Dissertation, University of Kansas, 1971.
- Road, Jerry B. "Pursuit of Status: Professionalism, Unionism, and Militancy in the Evolution of Canadian Teachers' Organizations, 1915-1955." Ed.D. Dissertation, University of British Columbia, 1970.
- Salz, Arthur E. "The Growth of Teacher Unionism in New York City, 1945-1962." Ed.D. Dissertation, Columbia University, 1968.
- Schultz, Clarence C. "Professionals, Bureaucracy, and Militancy: The Relationship of Professional and Bureaucratic Organization in the Public Schools to Labor Militancy among Teachers, 1940-1968." Ph.D. Dissertation, University of Texas at Austin, 1970.
- Selden, David. The State of Our Union. Washington: American Federation of Teachers, 1970.
- Stahl, Robert. "Teacher Militancy." Educational Horizons, 48: 13-17, February, 1969.
- Stoller, Dewey H., Sam P. Sentelle and James D. Wilson, Research for School Board Members: Teacher Militancy, Negotiations, and Strikes. Knoxville, University of Tennessee, 1969.
- U.S. National Center for Educational Communication. Teacher Militancy, Negotiations and Strikes, Research for School Members, Washington: U.S. Government Printing Office, 1972.
- Vagts, Christopher R. and Robert B. Stone. Anatomy of a Teacher Strike; Case History of Teacher Militancy and How a Board of Education Coped with It, West Nyack: Parker Publishing, 1969.
- Vander Werf, Lester S., Sol M. Elkin and John W. Maguire. "Teacher Militancy and Collective Negotiations." School & Society, 98: 171-177, March, 1970.
- Vassos, Sony T. and Vaughn K. Taylor. "Militancy and Counselor Relationships Within School and Community." School Counselor, 17: 350-356, May, 1970.
- Williams, Jack E. "The Unionization of Teachers." Ph.D. Dissertation, Ohio State University, 1969.
- Williams, Richard C. Teacher Militancy: Implications for the Schools, Eugene: Center for Advanced Study of Educational Administration; ERIC Clearinghouse on Educational Administration, University of Oregon, 1970.

Wisniewski, Richard. "Militancy or Commitment?" Educational Leadership, 27: 560-563, March, 1970.

e. Studies of Attitude and Impact

Adams, Raymond S. "Superintendent's Perceptions of Certain Teacher Organization Practices when Involved in Professional Negotiations; A Replication." Ed.D. Dissertation, University of Northern Colorado, 1971.

Austin, David C. "A Study of the Attitudes of Texas Public High School Principals Toward the Principal's Role in Collective Negotiation." Ed.D. Dissertation, University of Oklahoma, 1970.

Blendinger, Jack. "Student Attitudes Toward Teacher Activism." Clearing House, 44: 268-271, January, 1970.

Brockmann, Frederick J. "The Effect of School Board Preparations on Negotiations Tactics Process and Results." Ed.D. Dissertation, New York University, 1971.

Burford, William E. "Collective Negotiations by Public School Teachers." Ph.D. Dissertation, Ohio State University, 1970.

Craft, James A. Professionalism Unionism, and Collective Negotiation: Teacher Negotiation Experience in California. Lafayette: Krannert Graduate School of Industrial Administration, Purdue University, 1970.

Cooper, Frank W. "A Survey of Teacher Attitudes Toward Negotiations." Ed.D. Dissertation, University of Southern California, 1971.

Coyne, Richard J. "Priority Values Held by Teachers, Administrators, and School Board Members on Items Frequently Considered by Negotiating Councils--San Diego Unified School District." Ph.D. Dissertation, United States International University, 1970.

Davies, Paul R. "Relationship Between Collective Negotiations and Teacher Morale in Selected Indiana Secondary Schools." Ph.D. Dissertation, Purdue University, 1972.

Eells, Mary Ann C. W. "The Effect of Bargaining Upon Attitudes and Their Relationship to Bargaining Outcomes in a Game Theory Model." Ed.D. Dissertation, University of Rochester, 1970.

Eiche, Milo L. "A Study of the Effects of Collective Negotiations Upon the Functional Role of Selected Secondary School Principals." Ed.D. Dissertation, Indiana University, 1971.

Freeman, Daniel M. "Collective Negotiation: A Study in Perceived Effectiveness." Ed.D. Dissertation, Pennsylvania State University, 1971.

- Fryburg, Estelle L. "Children's Attitudes During the New York City School Strike of 1968." School & Society. 98: 429-433, November, 1970.
- Grigsby, George R. "An Analysis of the Reactions of Administrators and Teachers in Selected Schools in Illinois, Indiana, Michigan, and Ohio to the Effect of Personnel Negotiations on Curriculum Development and Change." Ed.D. Dissertation, Indiana University, 1970.
- Guintoli, Rex D. "Effects of Teacher Organizational Membership on School Expenditures and Policies in Illinois." Ed.D. Dissertation, Illinois State University, 1971.
- Harris, T. E., and R. M. Smith. "Methods for Introducing Analysis of Conflict Theory." Paper presented at the Annual Meeting of the Speech Association of the Eastern States, New York: March 8-10, 1973.
- Hartl, David C. "An Analysis of the Opinions of Washington State School Board Chairmen and Superintendents Regarding Statutory Provisions for the Role of the Superintendent in States with Professional Negotiations Laws." Ed.D. Dissertation, Washington State University, 1971.
- Hellriegel, Don and Richard B. Peterson. "Collective Negotiations and Teachers: A Behavioral Analysis: Reply." Industrial and Labor Relations Review, 24: 257-264, January, 1971.
- Hellriegel, Don, Wendell French and Richard B. Peterson. "Collective Negotiations and Teachers: A Behavioral Analysis." Industrial and Labor Relations Review, 24: 380-396, April, 1970.
- Helsby, Robert D. "Impact of the Taylor Law on Public Schools, 1968-1970." Journal of Collective Negotiations in the Public Sector, 1:3-20, February, 1972.
- Hewitt, Malcolm J. "A Q-Sort Analysis of the Role of the Teacher in Collective Negotiations as Perceived by Purdue Student Teachers and New York State School Personnel." Ph.D. Dissertation, Purdue University, 1971.
- Hood, Harry E. "Teacher and Board Perceptions of Selected Elements of Negotiated Agreements Related to Accountability in Arizona Public Schools." Ed.D. Dissertation, Arizona State University, 1972.
- Jackman, Robert H. "An In-depth Study of the Organizational Climate of Selected School Systems in Massachusetts to Identify Characteristics Which Affect Collective Bargaining Between Teacher Groups and School Committees." Ph.D. Dissertation, University of Connecticut, 1971.
- Jenkins, Donald R. "The Impact of Professional Negotiations on Illinois School Districts Having level III Professional Negotiating Agreements: Perceptions of Superintendents, Board of Education Presidents, and Teacher Organization Presidents." Ph.D. Dissertation, Northwestern University, 1970.

- Kowash, Robert J. "A Study of the Relationship of Organizational Climate and Attitudes of Secondary School Principals toward Negotiation Agreements in School Districts with and without Negotiation Agreements." Ph.D. Dissertation, University of Pittsburgh, 1970.
- Lanigan, Fred W. "Public's Attitude Toward Teacher Collective Bargaining: A Comparison by Occupation and Income Level of Residents of St. Louis County, Missouri." Ph.D. Dissertation, St. Louis University, 1971.
- Lebofsky, Arthur E. "An Analysis of Teacher Behaviors Prescribed in Teacher Group Agreements with School Boards in New York State, 1969-1970." Ed.D. Dissertation, New York University, 1972.
- Lieberman, Myron. "The Future of Collective Negotiations." Phi Delta Kappan, 53: 214-216, December, 1971.
- Lingenfelter, George E. "An Analysis of Student Teacher Attitude Modifications Toward Collective Negotiations and Sense of Power During Their Student Teaching Experience." Ed.D. Dissertation, Pennsylvania State University, 1971.
- Love, Thomas M. A Study of the Impact of Collective Negotiation by Teacher Participation in the Making and Review of School Policies. Final Report, Madison: University of Wisconsin, 1968.
- McGhee, Paul R. "An Investigation of the Relationship Between Principals' Decision-Making Attitudes, Leader Behavior and Teacher Grievances in Public Schools." Ph.D. Dissertation, Syracuse University, 1971.
- Messe, L. A. "Equity in Bilateral Bargaining," Journal of Personality and Social Psychology, 17: 287-91, March, 1971.
- Neal, Richard L. "The Impact of Collective Bargaining on Education." Compact, 6: 9-12, June, 1972.
- Newbaker, Lloyd J., Jr. "A Study of Education Professional Negotiations in Pennsylvania." Ed.D. Dissertation, Lehigh University, 1970.
- Oatman, Jacqueline J. "A Study of Conflicts Expressed by a Selected Sample of Public School Educators Concerning Involvement in Employee Negotiations." Ph.D. Dissertation, Michigan State University, 1970.
- Olsen, John D. "Attitudes Toward Collective Negotiations in Catholic Secondary Schools of Large Dioceses in the United States." Ph.D. Dissertation, St. John's University, 1971.
- Ostrander, Kenneth H. "Measurement of Teacher Attitudes Toward Sanction Activities." Journal of Educational Research, 63: 219-221, January, 1970.
- Peterson, Richard B. Teacher Attitudes Toward Professionalism, Job Satisfaction and Collective Negotiations: A Cross Cultural Study. Final Report, Washington: U.S. Office of Education, 1972.

- Phillips, William H. "A Comparison of the Attitudes of Rural and Urban New Mexico Educators Toward Negotiations, Sanctions, Traditionalism, and Progressivism in Education." Ed.D. Dissertation, University of New Mexico, 1970.
- Friselac, Stephen M. "A Study of Certain Personnel Characteristics of Pennsylvania School Board and Teacher Negotiating Team Members." Ed.D. Dissertation, West Virginia University, 1971.
- Randles, Harry E. "Attitudes of School Board Members and Professional Staff Toward Labor and Management." Journal of Collective Negotiations in the Public Sector, 1: 193-202, August, 1972.
- Roberts, George F. Role Choice of Chief School Officers in Collective Negotiations: Analysis and Description. Paper presented at the American Educational Research Association Annual Meeting, New York, 1971.
- Robertson, Raymond G. "The Effects of Professional Negotiations on the Leadership Role of the Elementary Principal as Perceived by Elementary Principals in Selected Schools in Texas." Ed.D. Dissertation, Texas Tech University, 1971.
- Rotigel, David E. "Teacher Power, Teacher Unity and Teacher Professionalism." Education, 92: 76-80, February-March, 1972.
- Sarthory, Joseph A. "Structural Characteristics and the Outcome of Collective Negotiations." Educational Administration Quarterly, 7: 78-89, Autumn, 1971.
- Schaffer, Mack, Jr. "A Critical Analysis of the Attitudes of Teachers and Superintendents Toward the Goals of Professional Negotiations in Northwestern Ohio School Districts." Ph.D. Dissertation, Bowling Green State University, 1970.
- Sinibaldi, Robert J. "Negotiator Dogmatism and Bargaining Behavior and Outcomes in Educational Organizations." Ed.D. Dissertations, Boston University, 1970.
- Smith, Robert A. and Frank H. Fox. Expressed Attitude of Teachers Toward Negotiation: A Factor Analytic Study. Paper presented at the American Educational Research Association Annual Meeting, New York, 1971.
- Smith, Stanley S. "Some Effects of Collective Negotiations on Principal-Staff Relationships as Perceived by the Secondary School Principals in Illinois." Ed.D. Dissertation, University of Illinois at Urbana--Champaign, 1970.
- Stancato, F. A. "The Administration of Teaching Personnel: Implications for a Theory of Role Conflict Resolution." Paper Presented at the Annual Meeting of the American Educational Research Associations, April, 1972.

- Stone, Howard L. "A Conceptualization of Professional Autonomy in the Context of Emerging Negotiated Relationships." Ph.D. Dissertation, University of Wisconsin, 1970.
- Tamaribuchi, Albert Y. "The Relationship Between Degree of Influence of Teacher Organizations in Collective Negotiations and Teacher Perceptions of Administrative Behavior." Ph.D. Dissertation, University of Michigan, 1971.
- Thornton, Robert J. "Collective Negotiations for Teachers: History and Economic Effects." Ph.D. Dissertation, University of Illinois at Urbana - Champaign, 1970.
- Thornton, Robert J. "Collective Negotiations for Teachers: History and Economic Effects." Ph.D. Dissertation, University of Illinois at Urbana - Champaign, 1970.
- Watt, Le Roy R. "A Study to Determine the Relationship between Formal Collective Teacher Negotiations and the Activities of the Elementary School Principal." Ed.D. Dissertation, University of Akron, 1971.
- Weinstock, Henry R. and Paul L. Van Horn. "Impact of Negotiations Upon Public Education." Clearing House, 43: 358-363, February, 1969.
- Wertz, Daniel C. "An Analysis of Teacher Perceptions Toward Selected Educational Items of Possible Collective Negotiations." Ed.D. Dissertation, Indiana University, 1970.
- Wheeler, Daniel B. "The Design of an Instrument to Distinguish Among Perceptions of the Role of the School Principal in Professional Negotiations." Ed.D. Dissertation, Auburn University, 1971.
- Wilcox, Hayes E. "The Relationship of Financial, Personnel and Attitudinal Variables to Negotiated Agreement Items in Twelve Public School Districts in Michigan." Ed.D. Dissertation, University of Kentucky, 1970.
- Windoos, Frederic. "Effects of Collective Negotiation on School Administration." Public Personnel Review, 33: 118-122, April, 1972.
- Wurster, Stanley R. "An Investigation of the Attitudes of School Board Presidents, Superintendents, Teacher Association Presidents, and Teachers Regarding Collective Negotiations Provisions in New Mexico." Ed.D. Dissertation, New Mexico State University, 1970.